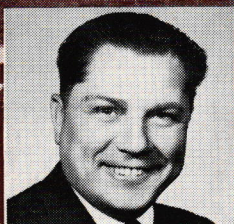
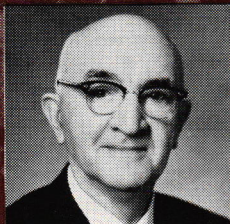


AUGUST, 1966

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE



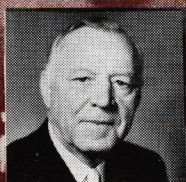
JAMES R. HOFFA
General President



JOHN F. ENGLISH
General
Secretary-Treasurer



FRANK FITZSIMMONS
General Vice President



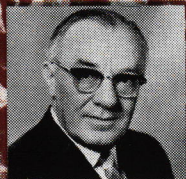
JOHN T. O'BRIEN



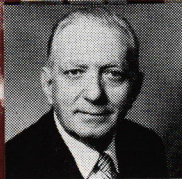
JOSEPH J. DIVINY



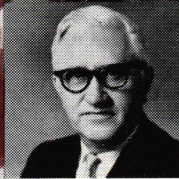
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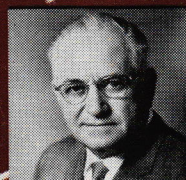
HARRY TEVIS



THOMAS E. FLYNN



GORDON R. CONKLIN



JOHN B. BACKHUS



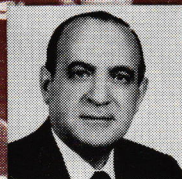
GEORGE E. MOCK



MURRAY W. MILLER



HAROLD J. GIBBONS



JOSEPH TREROTOLA



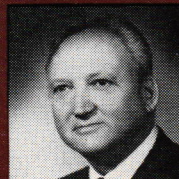
D. CALABRESE



JOHN ROHRICH



FRANK J. MATULA, JR.



MAURICE R. SCHURR



Convention Re-elects Incumbent Executive Board

SEE PAGE 2

Hoffa Outlines Progress To Convention In Keynote Address

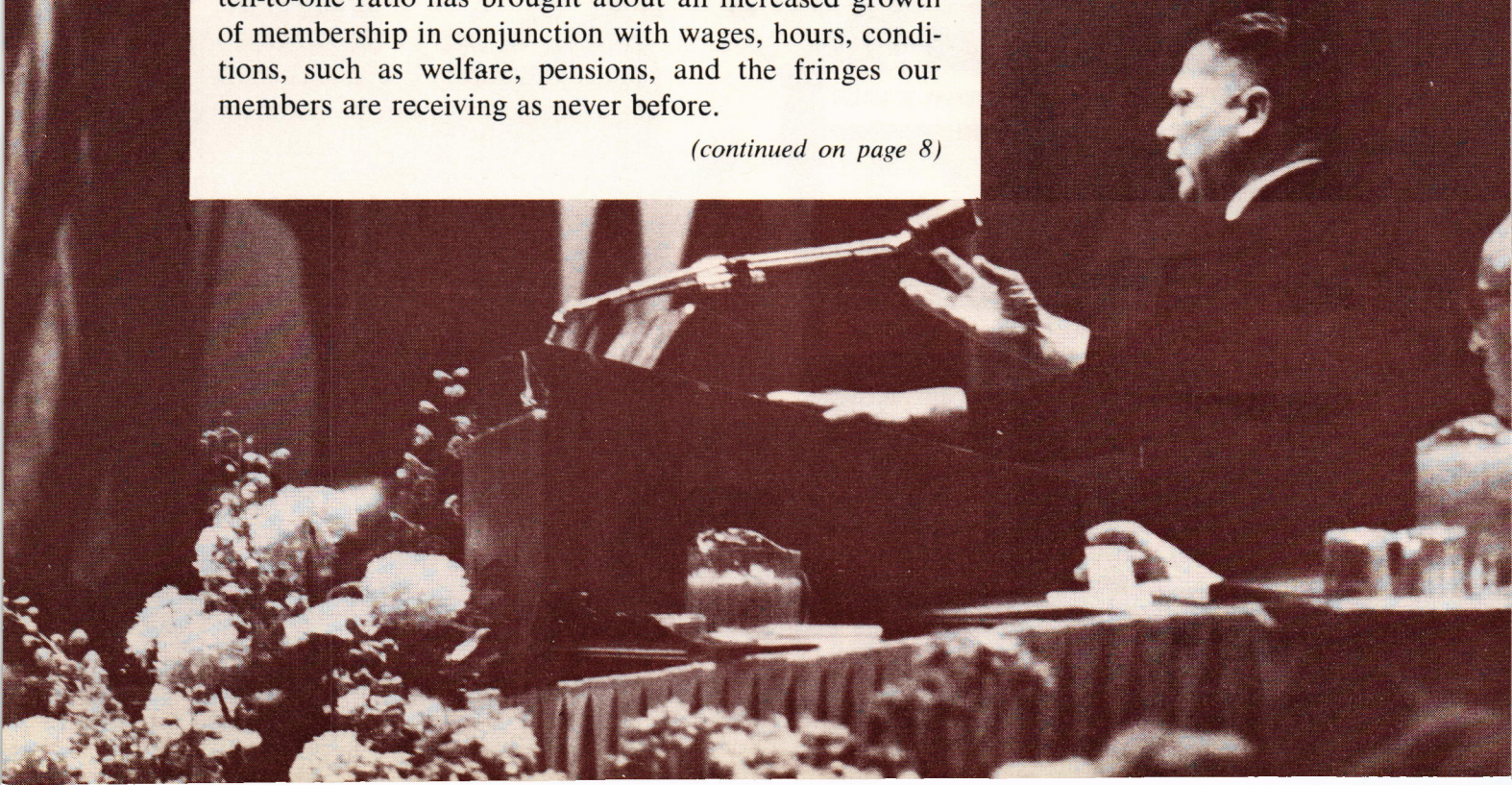
When I was reelected President of this International Union, I pledged to you at that time that I would continue to use my efforts, from whatever guidance I got, from wherever I could get it, to continue to build this organization, to guide and give counsel to those who sought guidance and counsel.

During that five-year period I have attempted to carry out that pledge I made at the previous convention. During that five-year period we have nothing to be ashamed of in regard to the officers' report. All of you, in your brief, have received a copy of the officers' report, compiled by the General President and the General Secretary-Treasurer.

Speaking on behalf of myself as the General President, I say to you that the growth of this International Union during the last five-year period equals or betters that of any other International Union or combination of International Unions.

We have had to organize almost ten to one. If you look at the figures in the report, you find companies merging, going out of business, companies moving into automated plants and other forms of automation. A ten-to-one ratio has brought about an increased growth of membership in conjunction with wages, hours, conditions, such as welfare, pensions, and the fringes our members are receiving as never before.

(continued on page 8)



GENERAL EXECUTIVE BOARD

JAMES R. HOFFA
General President
25 Louisiana Ave., N. W.,
Washington 1, D. C.

JOHN F. ENGLISH
General Secretary-Treasurer
25 Louisiana Ave., N. W.,
Washington 1, D. C.

FRANK FITZSIMMONS
General Vice President
2741 Trumbull Ave.
Detroit 16, Mich.

JOHN T. O'BRIEN
First Vice President
4217 S. Halsted St.
Chicago 9, Ill.

JOSEPH J. DIVINY
Second Vice President
25 Taylor St.,
San Francisco 2, Calif.

EINAR MOHN
Third Vice President
1870 Ogden Dr.,
Burlingame, Calif.

HARRY TEVIS
Fourth Vice President
535 Fifth Ave.,
Pittsburgh 19, Pa.

THOMAS E. FLYNN
Fifth Vice President
100 Indiana Ave., N. W.
Washington 1, D. C.

GORDON R. CONKLIN
Sixth Vice President
320 University Ave.,
St. Paul 3, Minn.

JOHN B. BACKHUS
Seventh Vice President
N. W. Cor. 11th and Chew Sts.
Philadelphia 41, Pa.

GEORGE E. MOCK
Eighth Vice-President
1722 J St.
Sacramento 14, Calif.

MURRAY W. MILLER
Ninth Vice President
1330 N. Industrial Blvd.,
Dallas 7, Texas

HAROLD J. GIBBONS
Tenth Vice President
25 Louisiana Ave., N. W.,
Washington 1, D. C.

JOSEPH TREROTOLA
Eleventh Vice President
265 W. 14th St.
New York, New York

DOMINICK CALABRESE
Twelfth Vice President
591 Summit Ave.,
Jersey City, N. J.

TRUSTEES

JOHN ROHRICH
2070 E. 22nd St.,
Cleveland 15, Ohio

FRANK J. MATULA, JR.
1616 W. Ninth St.,
Los Angeles 15, Calif.

MAURICE R. SCHURR
4345 Frankford Ave.
Philadelphia, Pa.

THE INTERNATIONAL Teamster DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington 1, D. C.

Volume No. 63, No. 8

August, 1966

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The International Teamster has an average monthly circulation of 1,506,608 and an estimated readership of 3,800,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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Teamster General President James R. Hoffa is shown addressing the 19th Convention of the International Brotherhood of Teamsters, Warehousemen and Helpers of America, in Miami Beach, Florida, last month. President Hoffa,

unanimously reelected for a new five-year term, reported to the delegates that membership of the union is at an all-time high, work-stoppages are at an all-time low, and wages, hours and working conditions of rank-and-file Team-

Incumbent Board Reelected

Convention Delegates Adopt Hoffa-

DELEGATES to the 19th Convention of the International Brotherhood of Teamsters last month unanimously reelected General President James R. Hoffa, General Secretary-Treasurer John F. English, and 12 vice presidents of the International Union Executive Board.

Additionally, delegates unanimously elected Frank E. Fitzsimmons, of Detroit, to the newly-created post of general vice president.

Responding with approval to the past five years of stewardship of the International Union by Hoffa and his administration, delegates amended the International Union constitution to implement a program proposed for the next five years.

In addition to amending the constitution to provide for the post of general vice president, the delegates approved amendments which:

1. Provide for mandatory participation by local unions in area-wide, industry-wide, and national agreements when the majority of the local unions involved vote for participation in such agreements.

2. Increase minimum monthly dues to \$6 per month per member, with all local unions regardless of present dues structure raising dues \$1 per member per month. Per capita tax per member to the International Union is increased 50 cents. The remaining 50 cents of the \$1 increase will go to the local union.

These amendments received the overwhelming approval of the delegates.

In addition to Hoffa and English, the new International Union executive board is comprised as follows:

General Vice President, Frank E. Fitzsimmons, of Detroit.

First Vice President, John T. O'Brien, of Chicago.

Second Vice President, Joseph J. Diviny, of San Francisco.

Third Vice President, Einar O. Mohn, of Burlingame, California.

Fourth Vice President, Harry A. Tevis, of Pittsburgh.

Fifth Vice President, Thomas E. Flynn, of Washington, D. C.

Sixth Vice President, Gordon R. Conklin, of St. Paul, Minnesota.

Seventh Vice President, John B. Backhus, of Philadelphia.

Eighth Vice President, George E. Mock, of Sacramento, California.

Ninth Vice President, Murray W. Miller, of Dallas, Texas.

Tenth Vice President, Harold J. Gibbons, of St. Louis.

Eleventh Vice President, Joseph Trerotola, of New York City, N. Y.

Twelfth Vice President, Dominick Calabrese, of Jersey City, N. J.



sters are the envy of the labor movement. More than 1800 delegates demonstrated their approval of Hoffa's report to the convention with a standing ovation. Later delegates honored Hoffa and General Secretary-Treasurer

John F. English by establishing the Jimmy Hoffa scholarship fund for children of Teamsters and the John F. English endowment. The incumbent General Executive Board was unanimously reelected.

Administration's 'Program for the Future'

Incumbent trustees reelected by the delegates are:

John Rohrich, of Cleveland, Ohio.

Maurice R. Schurr, of Philadelphia.

Frank J. Matula, Jr., of Los Angeles, California.

As he did in 1957 and again in 1961, Secretary-Treasurer John F. English rose to nominate Hoffa for the Teamster presidency.

Said English of Hoffa:

"He is a champion of champions. He has labored solely for the best interests of this International Union."

English gave a brief review of the leadership Hoffa has provided the International Union and concluded his nomination by declaring:

"Let me tell you that we have a leader who is a leader among men. He has proven his worth in gold. He has done everything in his power. He is a wonderful guy.

"It now gives me pleasure, after nine years of service with this fellow—knowing him as I do, and I ought surely to know him by now—to nominate the greatest of the great, James R., better known as 'Jimmy,' Hoffa for president for the next five years."

Seconding speeches were given by Frank Fitzsimmons, Robert Holmes, of Detroit, and Gibbons.

Said Fitzsimmons:

"I think the greatest attribute, as far as this man Hoffa is concerned, is his stand on two major issues—loyalty, and help in making every individual local union and welding them together through the times when people were trying to tear asunder this great International Union."

Said Holmes:

"I am endorsing whom I think is one of the finest men who is dedi-

cated to labor, dedicated to people, and dedicated to this International Union."

Said Gibbons:

"The heart and guts of this leadership is the dedication, energy, courage, and deep concern exhibited by President Hoffa every day of the year. A dedication which is all-embracing—which results in his devoting 24 hours a day to the affairs of this International Union."

The delegates agreed to a man with the nomination and the seconding testimony, and a unanimous ballot was cast for Hoffa's reelection to a third term as head of the world's largest union.

Next, International Union Vice President and Director of the Eastern Conference Thomas E. Flynn rose to nominate John F. English for the post



Reciprocal admiration is expressed by Hoffa and English as they congratulate each other on their unanimous reelection to head the union for another five-year term.



Hoffa congratulates Frank E. Fitzsimmons, of Detroit, on the vice president's elevation to the newly created office of general vice president of the International Union.

of general secretary-treasurer.

Flynn declared:

"He (English) has been a member of this great union for 62 years and an officer for 56 years. His life spans almost the entire history of this great union—from Cornelius Shea and Dan Tobin to Jimmy Hoffa. He is a man whose honesty, dedication, and courage are known to all within and outside the labor movement."

Seconding speeches were made by Ray Schoessling, president of Chicago Joint Council 25; International Union Vice President and president of Joint Council 16 Joseph Trerotola; and by Patrick F. Coughlin, of English's

home Local 25 in Boston.

Said Schoessling of English:

"He has done an outstanding job. He is a man who can say yes just as fast as he can say no, but once you have convinced John English of your sincerity and your desire to represent the membership of this great International Union, you have nothing to fear from this great man."

Said Trerotola:

"John English's satisfaction from life has been to serve you, the local unions and the members. His whole life has been this great International. We have been greatly enriched by his presence and are indeed grateful

for his efforts."

A unanimous vote was cast for English to serve as general secretary-treasurer for the next five years.

Both Hoffa and English were honored by the delegates in separate resolutions, one establishing eight \$4,000 scholarships annually for children of Teamsters, which will be known as the James R. Hoffa Scholarship Fund. The second resolution established the John F. English Endowment. It will provide a \$5,000 annual endowment to an institution of higher learning, the first to be designated by English, and those following designated by the general executive board in his honor.



A hug from the First Lady, as Josephine "Jo" Hoffa congratulates her husband on his reelection as president of the largest trade union in the world.



A proud moment in the lives of John and Catherine English, following English's reelection as general secretary-treasurer of the International Brotherhood of Teamsters.

More Than A Hundred

Amended Constitution Clears the Way For Industry and Area-Wide, National Pacts

More than 100 amendments were made to the International Union Constitution by delegates to the 19th Convention of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, last month in Miami Beach, Fla.

The majority of the amendments were 'housekeeping' amendments, those required to keep the constitution in compliance with changes in the laws of the land, attune the constitution to decisions of government agencies and to keep the constitution in line with recent court decisions in the field of labor law.

Three amendments stood out as the most important to the membership, one dealing with area-wide and national agreements, one dealing with a dues increase, and a third providing for filling a vacancy should it occur in the office of general president of the International Union.

The newly amended section of the International Union Constitution dealing with collective bargaining now provides that when a majority of local unions vote for area, multi-area, or

national, company-wide, or industry-wide contracts, all local unions involved shall be bound by such vote.

Upon completion of negotiations for such agreements, such proposals shall be submitted to the membership covered for their approval or rejection.

Although the amendment to the constitution passed overwhelmingly a good part of the fourth day of the convention was devoted to discussion of the question.

So thorough and exhausting was the discussion that it consumes 50 pages in the printed copies of the fourth day's convention proceedings.

Full text of the amendment appears directly below:

*Area, Multi-area or National,
Company-wide or Industry-wide
Contracts*

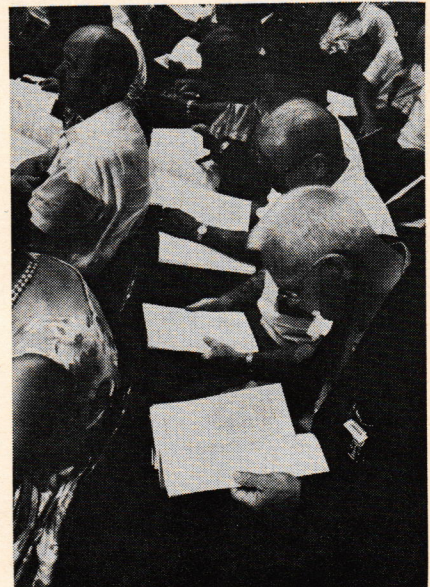
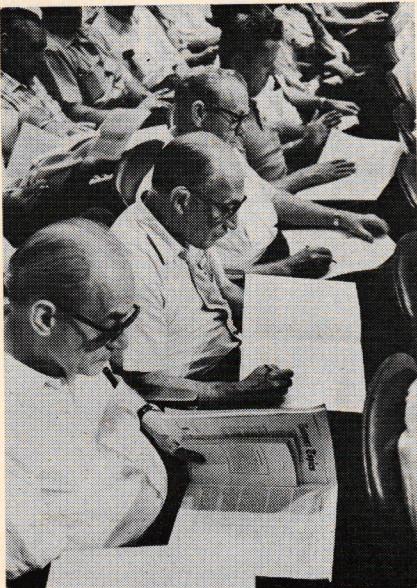
Section 4 (a). If a majority of the affiliated Local Unions vote for area, multi-area or national, company-wide or industry-wide negotiations for an area, national, company-wide or industry-wide contract, all involved af-

filiated Local Unions shall be bound by such vote, must participate in such area, multi-area or national, company-wide or industry-wide bargaining and shall be bound by the contract approved as provided below. Upon completion of negotiations by a conference, trade division, or by any committee appointed by the General President, subject to the approval of the General Executive Board, to engage in negotiation of an industry, area, multi-area or national or company-wide contract, such contract shall be submitted to the membership covered by said contract proposal for their approval or rejection.

If a majority of the votes cast by Local Union members voting approve such contract it shall become binding and effective upon all Local Unions involved and their members. Local Unions which are parties to such contracts may not withdraw from such bargaining unit except upon six (6) months' notice and for good cause shown to the satisfaction of the appropriate Conference, Trade Division or Committee, and approved by the

More than 100 amendments were made to the International Union constitution by delegates. Each proposed change was read as delegates followed changes in special constitution books. After a section was read, the amend-

ment was thrown open to floor discussion and then voted upon. Delegates shown below are following the reading clerk through the proposed changes. After an amendment was read, it was voted upon.



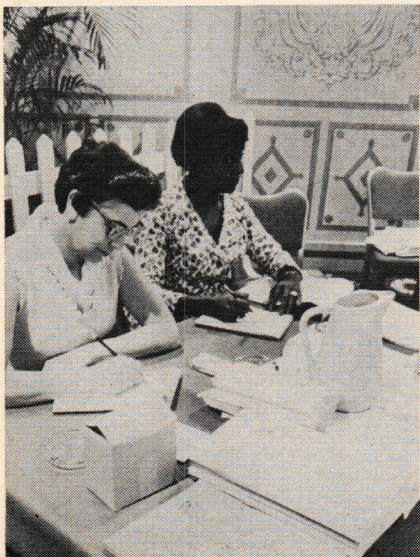


In session a week before the convention began and during convention proceedings, one of the hardest working committees was the Constitution Committee shown here in

one of its sessions. Its chairman was President James R. Hoffa. International Union Vice President Harold J. Gibbons, of St. Louis, was co-chairman of the group.

General Executive Board of the International Union. If any Local Union believes that an area, multi-area or national, company-wide, or industry-wide contract proposal will deprive its involved members of better existing conditions of general application to all such involved members of the Local Union it may appeal to the General Executive Board which shall have the final authority to determine whether such alleged better general conditions shall be continued or shall yield to the over-all gains of the proposed contract. Unless mu-

Secretaries assigned to the Constitution Committee from the International Union were Peggy Fretwell (left) and Nina O'Neal who recorded the proceedings of the committee for two weeks.



tually agreed to, no Local Union shall suffer any economic loss.

Per Capita Tax, Local Union Dues

In accordance with action of delegates to the 19th Convention of the International Brotherhood of Teamsters, all local union dues will be increased \$1 per month per member, effective October 1, 1966. Minimum dues will be \$6 per member per month.

Additionally, delegates voted to increase the per capita from local unions to the International Union by 50 cents per month, making total per capita payments per member per month to the International Union \$1.50.

Text of the two amendments dealing with monthly dues and with per capita tax appear directly below:

Per Capita

(b). Each Local Union shall pay to the General Secretary-Treasurer a per capita tax of one dollar and fifty cents (\$1.50) per month, payable for the current month not later than the twentieth (20th) day of the succeeding month unless otherwise determined by the General Executive Board in extreme hardship cases.

The present one dollar (\$1.00) per capita tax shall continue through September, 1966, payable in October, 1966, and the per capita tax of one dollar and fifty cents (\$1.50) shall become effective October 1, 1966, payable for the month of October in November unless otherwise determined

by the General Executive Board as above provided.

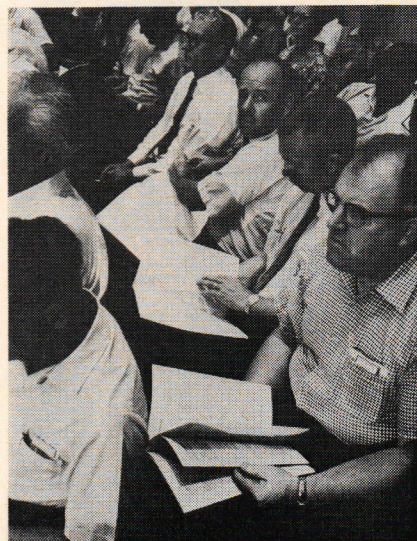
Per capita tax must be paid not only on dues-paying members but also on all persons paying agency shop fees, periodic service fees and hiring hall fees to the Local Union.

Persistent failure of a Local Union to comply with this subsection shall subject the Local Union to charges by the General Executive Board only.

Union Dues

(d). Dues of members of the International Union, payable through

Although discussion on certain amendments was lengthy, there was only sporadic and individual objection to any of the changes proposed to the constitution. Delegates were well informed and knew what they were voting on.



their respective Local Unions, shall not be less than six dollars (\$6.00) per month; provided, however, that the General Executive Board shall have the authority to reduce the foregoing minimum in extreme hardship cases. All dues, whether below, at, or above the minimum of six dollars (\$6.00) per month shall be increased by no less than one dollar (\$1.00) per month no later than October 1, 1966, unless otherwise determined by the General Executive Board in extreme hardship cases. In the case of the Local Unions chartered after the 1966 Convention, unless otherwise approved by the General Executive Board, the dues of the members of such Local Unions shall not be less than five dollars (\$5.00) for the first (1st) year following such chartering and thereafter the six dollars (\$6.00) minimum shall apply.

In the event that the provisions relating to increased revenue adopted by the 1966 Convention cannot be effectuated, the General Executive Board shall have the authority from time to time to amend, modify or defer the provisions of this Constitution relating to the increase of fifty cents (\$.50) reflected in the new per capita tax of one dollar and fifty cents (\$1.50). Provided, however, that the General Executive Board shall not be authorized by this provision to increase dues or per capita taxes to an amount greater than the six dollars (\$6.00) minimum dues and the one dollar and fifty cents (\$1.50) per capita tax set forth above.

The provisions of the first paragraph of Section 3(d) shall become effective October 1, 1966.

Vacancy in the Office of President

Until amended by delegates to the 19th Convention of the International Brotherhood of Teamsters last month in Miami Beach, the International Union constitution provided that the office of general president—should a vacancy occur—had to be filled at a special convention.

Various estimates of expenses of delegates to a convention and expenses to the International Union run well over \$2 million. Because of the cost of sending delegates to a convention, delegates provided for filling a vacancy in the office of general president by electing a general vice president to serve in such an event.

The thought was that smaller local unions cannot afford convention expense more than once every five years, and that representation at a special convention would not be representative.

The amendments which provide for the general vice president and his duties appear in full directly below:

International Officers Officers, Delegates and Elections

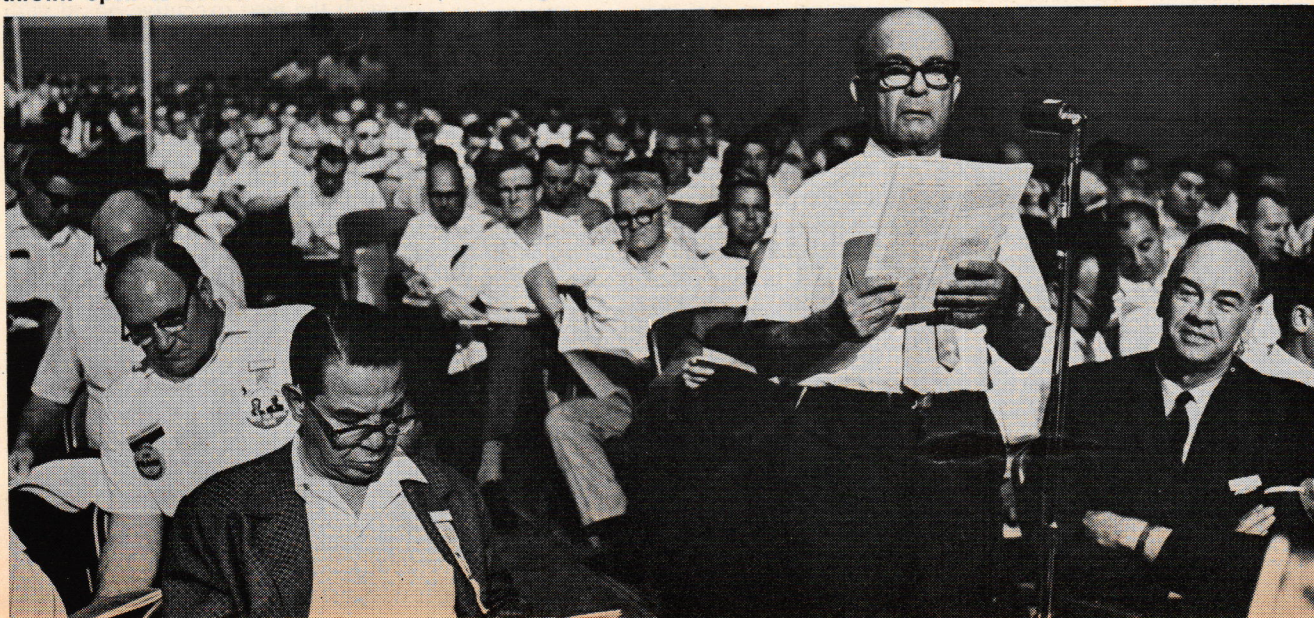
Section 1 (a). The officers of the International Brotherhood of Teamsters shall consist of a General President, General Secretary-Treasurer, General Vice-President, twelve (12) Vice-Presidents, and three (3) Trustees. The General President, the General Secretary-Treasurer, General Vice-President and the twelve (12) Vice-Presidents shall constitute the General Executive Board.

Vacancy in Office of President

Section 8. The General Vice-President shall assume the office, duties

and salary of the General President in case of death, resignation or removal of that officer under the procedures established and required by this Constitution for the balance of the term. The Office of General Vice-President shall thereafter be left vacant. If the General Vice-President shall thereafter while occupying the Office of General President be unable to continue in office because of death, resignation or removal under the procedures established and required by this Constitution, the First Vice-President shall, without additional compensation, assume the duties of the General President until such time as a Special Convention shall elect a General President and a General Vice-President who shall hold office for the balance of the unexpired term. The First Vice-President, within five (5) days after assumption of the duties of the General President, shall convene the General Executive Board for the purpose of calling such Special Convention, which shall take place within sixty (60) days thereafter. If it is determined by the General Executive Board that the First Vice-President because of physical infirmity is not capable of proceeding as above set forth, the General Executive Board shall designate another Vice-President to perform the duties set forth above. The General Executive Board shall establish the rules and procedures for the calling and holding of such Special Convention. However, if the vacancy occurs within twelve (12) months of the next regular convention, then instead of a Special Convention the regular convention shall be convened at the earliest possible date.

Designed to strengthen the union, amendments were thrown open to debate and clarification, as delegate after delegate took the floor. All amendments received overwhelming approval by the delegates.



State of the Union**Hoffa's Keynote Address Outlines Progress To Delegates at 19th IBT Convention**

(Continued from Inside Front Cover)

All of this is a tribute not to Hoffa or English or the executive board. It is a tribute to the combined effort of all those who are seated here today, the officers and business agents at home, and the stewards who represent us in the every day activity in the various companies we have organized. All of this is a day-to-day operation.

As we sit in the International office or meet in the quarterly meetings of the National Executive Board to look over the past 90 days, we are required to rule oftentimes between two local unions or between members. The executive board has endeavored to have intelligent committees meet, gather the facts. Then based upon those facts, we make our decision. Those decisions are not based upon friendship, localities, or the individuals involved, but are based upon the facts as presented.

During that period we have had

**James R. Hoffa**

many cases of litigation concerning the decisions of the executive board, concerning the decisions of joint councils. I am happy to report that we have not lost a single case where we have been challenged in those decisions, either in the joint councils, or the executive board of this International Union, because at all times we recognize that unless we have the solidarity of our members, the complete understanding of our officers, this International union cannot progress and grow.

So far as the future is concerned, we have a bright future. Ours is an organization that grows because as the population increases so must transportation and warehousing and the services for those who will be part of the increased population.

You know the normal growth of our International Union. Without adding a single company to the list of those we have already organized, we would experience a tremendous normal growth each year. But it is necessary to recognize that we cannot be satisfied with the original chartering of our International Union in regards to transportation, warehousing and very necessary deliveries of merchandise to take care of the need of

the public. We must expand, and we are moving into the industrial field. We must expand into the agricultural field. We must recognize that the packing plant or cannery is no longer a packing shed, but a mobile unit on wheels moving into the fields, picking lettuce, picking the carrots, or whatever vegetable there is, cleaning it, packing it, putting it into cases and into high speed semi-trailers and on the way to the markets.

All of this must be taken into consideration as we plan for the future. And I reported to the general executive board at its meeting last week concerning refrigerated transportation. It was voted by the executive board to have a study committee for the next 90 days and to report back to the next general executive board, with the intention of providing the necessary funds in those localities where there are non-union refrigerated operations to continue our organizing campaigns, because we recognize that the refrigerated units operating up and down the highway are only a part of the field operation, part of the cannery operation, and yes, a part of the chain store and warehousing operation of this country.

We recognize the fact that those common carriers, contract carriers doing business with the same concerns who pay union wages and fringe benefits are being threatened by the non-union operators. We will take this up with the next executive board with a view to provide monies for campaigns to organize, and then we'll protect the standards of the highway operation.

Insofar as the question of our relationship with other international unions I can report to you the agitation of George Meany and some other members of the executive council of the AFL-CIO, the agitation of such an individual as one named Beirne. He stated at a convention in St. Louis he was going to keep an eye on this convention, and he was going to watch who the delegates of this convention elected as General

The Answer

DELEGATE JOHN McBRIDE, LOCAL 860: At this time I would like to make a motion that we have a vote of confidence for all of our officers.

PRESIDENT HOFFA: Is there a second to that motion?

DELEGATE DAVID JOHNSON, LOCAL 299: I support that motion.

PRESIDENT HOFFA: Is there any discussion?

(Cries of "Question.")

If not, are you ready for the vote? All those in favor please rise.

(Standing ovation.)

All those opposed to the motion please rise.

Let that be an answer to our enemies and to those stupid individuals who would believe they could divide this great International Union by their filthy propaganda.

Let the record show it is the unanimous vote of the delegates seated in this 19th International Convention.



Delegates showed their enthusiastic response to the election of the Hoffa-English slate of incumbent general executive board members with this demonstration of solidarity during

a highlight of the convention. The sea of waving signs was accompanied by the sound of small bands and tooting horns.

President and to the general executive board, and then he would have a voice in the next executive council meeting of the AFL-CIO as to whether or not it will be acceptable to him.

I wonder who gave him the right to reserve that power? The delegates of this convention will determine who is going to run this International Union in the next five years.

Yes, there are those who continually harass the International Union by stating the executive board is taking away the autonomy of the local unions to get their agreements. Yet I defy a single member, whether an officer of a local or any member of the press, to point out a single instance where master agreements, contract agreements with companies across the United States have taken away a single power of autonomy of a local union in this International Union.

We recognize we can no longer go it alone. We recognize we must have coordinated activity and must deal with corporate structures as we find them in industries. We can no longer just travel down the road blindly and wonder where we are going and hope we do not stumble.

So, if we are to be condemned for

this by the press, if we are to be condemned by certain anti-labor legislators, I say to them let them keep their eye on the ball and see whether or not ultimately we are the ones who decide, profit or loss by the decisions we make. Let them—as they have the opportunity five years from now to read the Officers' Report—see whether or not the action of this convention has led to a concentrated organizing campaign, negotiating campaign, and a complete understanding between the rank and file, the officers and the International Union.

There are those of the press who would have you believe the so-called power of this great International Union is dangerous. They would have you believe there is something unholy concerning the power of this International Union. But those same self-seeking individuals are so stupid that they believe that the rank-and-file members and the officers of this convention will be harassed into defeating resolutions that we will present to this convention to increase and to concentrate the power that those self-seeking individuals believe we should not possess.

I ask you a single question: Is there a single reporter sitting here today who will be on a picket line

where we are losing a fight, urging that the employer sign a contract with us, urging strike-breakers not to take our jobs? Or would he be out there seeing whether or not somebody got a punch in the nose, or would he be helping in conjunction with our International Union?

There are those individuals who, if you believe the Wall Street Journal today, think this convention is a farce, that this convention is merely a hollow shell electing officers who will be the caretakers temporarily for this International Union, and that there are power structures building on the executive board sitting on this stage. Yet I say to you, as the General President having the confidence of each one of the vice-presidents on this stage, that there isn't one shred of truth that there is a dispute between any one of the vice-presidents, the International Secretary-Treasurer or the President.

We recognize that we have a right of dissent. We recognize that we have a right to be ambitious. We recognize that we have a right to speak out, as we hope that all members of a democratic country such as ours will have a right to speak out, hoping they can attract votes, hoping they can promote themselves. Yet when

it comes time for a vote, when it comes time to close our ranks with solidarity, there isn't a single vice-president sitting on this stage that you will not find 100 per cent behind you, the delegates, the rank-and-file, and the officers of our local unions throughout the country.

So, to those who would attempt to harass this International Union, to those who would help to embarrass it, to those who feed their filthy lies in books, who are not part of this great International Union, who do not receive the benefits that are in the contractual relationship that we have with our employers, let it be said to those who write this: Shame on you.

In the midst of all of the slander,

transportation does not take raw material in or finished products out.

So those officers of the other international unions, particularly the local union officers and the council officers, recognize that there is a strong, powerful labor movement in their cities and wherever Teamsters are weak, they don't exist.

There are those who would have you believe that this International Union, if it elects the general vice-president, will not elect a man who has the ability and the knowledge to run this International Union if there should be a vacancy—and they hope there will be—in the general presidency. But much to their dismay, I happen to be quite healthy. I have

directory to find out where they live. We know them as personalities and as individuals.

So, as we sit here today every single one of us knows full well that you have democracy in the International Union, controlled by a constitution that you put together.

When you leave here, you will have a new constitution, a constitution not by English or Hoffa or the vice-presidents, not a constitution of the Constitution Committee, but a constitution approved by the delegates, representing 1,700,000 members assembled here in this auditorium. To hell with our enemies.

You looked at the screen on this stage, portraying what senators and



Lawrence N. Steinberg, personal representative of General President James R. Hoffa, is shown giving the oath of office

to the newly-elected General Executive Board and Trustees—the last order of business as the convention came to a close.

all the mud that has been thrown in the last five years, this officers' report with its tables of growth of our Joint Councils, the growth of our Conferences, the increased membership of our individual local unions, is the answer to their filthy lies. The workers cannot be fooled and will not listen to men who are trying to destroy and break up an International Union. This was ably stated by the representatives of organized labor who appeared here on Monday, and who appeared here today. They know the facts responsible for the growth of almost every international union in this country. You know, as delegates, there isn't a single strike called in your area where you are not required to participate in that strike by seeing, that

good lawyers and I believe that there is still justice in the United States and the right decision will be made.

I could talk for hours by reading what we have already published in this officers' report. But it isn't necessary because, despite what they may say, this is an organization of friends and fraternity, as well as a labor organization.

This is the only union, the only international union, that does not wait until convention time to get to know each other. We meet here and there every 30 or 90 days wherever necessary. We know each other by our first names, not only in the city we live. And when we have trouble we call up and talk to Harry, John, Pete, or Joe. We don't have to look in the

congressmen recorded for this convention, and what the senator who appeared here revealed what labor is entitled to. None of them mentioned the basic elementary factor of labor union—the secondary boycott. They can have 14(b) or any other section of the law if they give us the right to use the self-help economic factor to gain what we are entitled to.

When you saw that great picture the first day of the Mine Workers and the Auto Workers struggling for the initial standings of their unions, you saw they had more power and authority in those meetings, able to have sit-down strikes and picketing than you have today in 1966, because the law is rigged against you.

There isn't a single federal judge



Observing the convention action are (left to right) International Vice Presidents Joseph Trerotola of New York City, Thomas E. Flynn of Washington, D.C., and newly-elected General Vice President Frank Fitzsimmons of Detroit.



Discussing the convention proceedings are Vice President Gordon R. Conklin (center) of St. Paul, Minn., and James R. Harding (left), special assistant of the General President. Listening to the conversation is IBT Trustee John Rohrich.

in this country, no matter how friendly he is with you, who isn't bound by the letter of the law that is put out by the legislature in Washington. Even though he may not believe the ruling he is making is fair, it is based upon provisions of Taft-Hartley, provisions of the Landrum-Griffin law, and he has no alternative, including the Supreme Court, except to rule against us.

It is our responsibility—your responsibility—to recognize who passed those laws, the people who are attempting to pass new laws and to remove them out of Congress, no matter what it costs this International Union in work or in money.

They talk about the question of

Viet Nam. They talk about the question of what is going to happen in Europe. I ask you a simple question: What is going to happen in the United States if we weaken labor unions so they cannot even meet the employer at the bargaining table, use their economic powers, and exercise the power to vote on contracts. This is the power of this convention to recognize. In 1966 you can be limited to picketing a single solitary gate of General Motors, but not the one where the raw material goes into the gate. You can be limited to picketing a single store entrance where there are multiple store entrances by a simple signature of an individual judge denying you the right of so-called

free assemblage and free speech, which is supposed to include picketing.

All of these are the problems of this convention—not the mud or the garbage that they put out in a single scandal sheet such as this, "Hoffa's Field Day."

Yes, here is an article that they had the guts to put out, signed by an individual named John Herling who tells the Supreme Court of the United States that they have no right to allow me to be here at this meeting, but rather should have ruled that I could not preside at this meeting and discuss with you the problems of all of the troubles that there are today.

Now, let me read you a single

Shaking hands on their reelection are Vice President George Mock (left) of Sacramento, and International Trustee Maurice R. Schurr (right) of Philadelphia. In the center is Vice President Dominick Calabrese of Jersey City, N.J.



Vice President Harold Gibbons congratulates Vice President John O'Brien on his reelection. Looking on is Ray Schoessling (right), Joint Council 25 in Chicago. At the left is Vice President Joseph J. Diviny of San Francisco.





Delivering the invocation from the Miami Beach auditorium podium as the third day of convention proceedings opened was Rabbi Solomon Schiff of the Beth El Congregation. All faiths shared in delivering the invocation during the 4-day convention.

article of this double-talking, double-threat to the Supreme Court of the United States and to the so-called democratic rights of individuals in the United States.

"There is no practical reason for the Supreme Court's failure to move more rapidly. It often takes cognizance of surrounding circumstances. For example, in civil rights cases the Court sees the necessity of action to avoid damage to the rights of individuals. In the Hoffa case the Court's failure to act in time may make it impossible for the Union representing 1,700,000 members to counteract

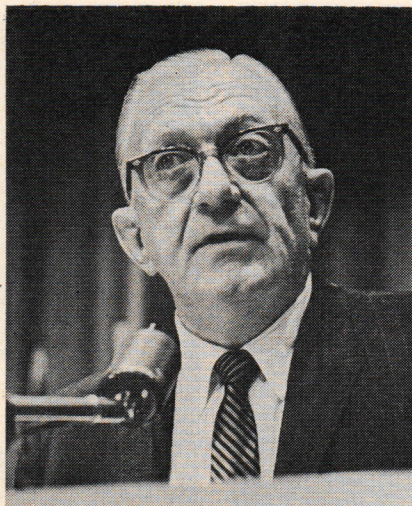
Vice President Harold J. Gibbons is shown as he seconded the nomination of General President Hoffa to serve a third term in office. Hoffa's nomination was made by General Secretary-Treasurer John F. English who had the same honor in '57 and '61.



Hoffa's plan to saddle his personal control over the Union whether he goes to jail or not. It thus damages the rights of the Union and in a real sense justice delayed is justice denied."

I wonder if he knows that I don't have the time for my attorneys to file a brief with the Court of Appeals, recognizing as they themselves said that *certiorari* should be granted? Who is he to say to this delegation of our membership that I should not have a right to stand here and present myself to you and be judged by you,—you who have elected me, and I stand on that. You judge me as to

Thomas E. Flynn, Vice President and director of the Eastern Conference of Teamsters, arose to place the name of General Secretary-Treasurer John F. English in nomination for reelection to that post in which he has served since 1947.



General President Hoffa and Convention Arrangements Chairman Murray W. Miller (right), Vice President, discuss the agenda while Lawrence N. Steinberg (left) and Joseph Konowe (standing), personal representatives of Hoffa, talk over another matter.

what I did the last five years, not what somebody has told you, not what somebody has written, but judge me on whether or not I am a fit person to run this International Union, whether or not I have done what I have promised you or whether I should remain here.

I say to those who would write this kind of material they will find that one day in the United States the free press will mean free press in the true sense, and that is to tell the truth and not try to decide, as editorial writers, before the facts are presented; or whether the so-called free-

Vice President Joseph Trerotola led the tribute to members deceased since the last convention, paying special attention to the loss of the late John J. O'Rourke of New York City, a Vice President who spent nearly 50 years of his life in the IBT.



dom of the press is to supersede the decisions of the courts of our land.

Yes, I say to those who would criticize, could you do better? I would say to those who criticize, could you work more hours, more days than I have, attempting to carry out my obligations to you? And I say to those who are sitting here, while I have not always agreed with you—and I don't intend to agree with everybody because you don't hire me for that purpose—whenever you are right or near right you have found that I have been out front leading your cause, meeting wherever necessary with you and your employers or any group you decided to meet with in order to carry out my obligation of office.

At no time have you written John English a single, solitary letter where he and I, after consulting over the contents of that letter, didn't give you the benefit of the doubt. At no time has any problem appeared before the two chief executives of this International Union, English and Hoffa, when we haven't sat down and carefully tried to analyze and determine the whole problem, a national problem, and how should the decision be made with the same care that we would want somebody to decide our own case.

Less than 2,000

Nobody can ask for more, and nobody can sit here with a brush and draw the future on a pattern or scale that we operate under. All you can do is plan and devise, plan and devise in the 17 trade divisions, plan and devise in the area conferences, and carry on organizing campaigns that we thoroughly understand the necessity for, and at the end of each year let them judge us on our results. I can tell you standing here now, out of the 1,700,000 members, we have less than 2,000 members on strike this very moment all over the entire United States and Canada.

Let's talk about Canada for a moment, Canada where the press for several weeks carried banner headlines and editorials concerning a strike of some 9,000 workers who were trying to get equalization with the United States. Not one single newspaper in the entire Ontario Province carried an editorial declaring that those workers coming across the various bridges into our own country should receive the same wages as the trucking em-

There were many "well-dressed" Teamsters at the convention and this brother appeared with one of the most unique hats to be seen on the floor as he advertised his preference for General President Hoffa to lead the Union another five years.



ployees across the border. Not one single editorial writer or one so-called sob sister wrote a story concerning the troubles and the tribulations of those workers who were on strike for week after week and cost the International Union strike benefits of over three million dollars. But I can say to you that the results of that strike are being felt all over Canada. When the strike was resolved, we received 71 cents an hour, and we received fringe benefits which were equal to what they had never gotten in Canada before.

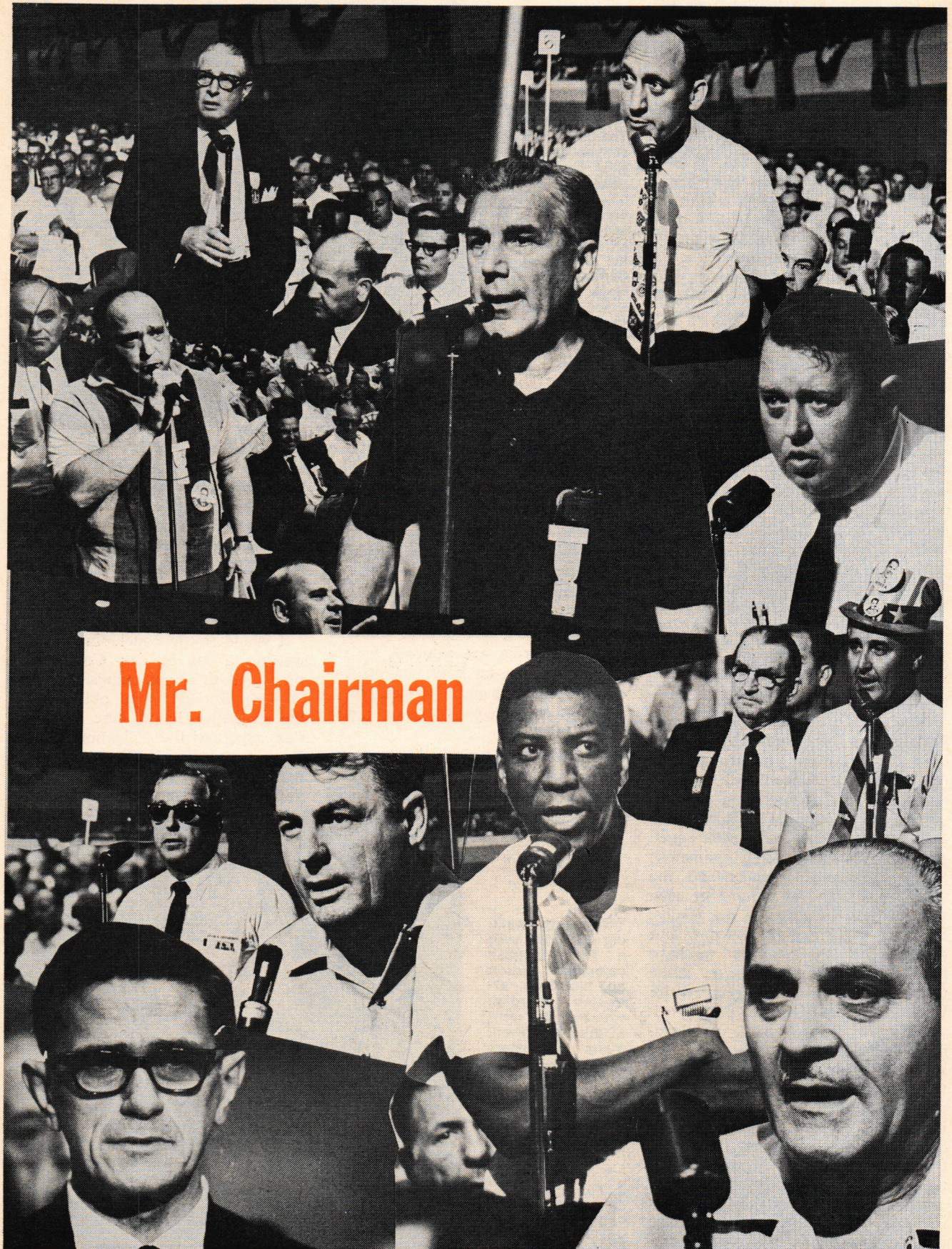
You will find during all your negotiations that all those provisions we put into our contract in Canada will

be copied and become the demands of all of the unions in Canada, because the fight has been won. The fight has been won to establish for Canada the same rights for our brothers that we have won over here, to protect the jobs here the same as the jobs over there. That's what we propose to do in Canada and the United States for the next five years.

I would say in concluding, without wasting a lot of this Convention's time, that this book published as the Officer's Report is the obligation of the Executive Board here sitting on this stage and the obligation of John English and Jim Hoffa to the International Union that we pledged five years ago. We stand on this book.

This young "walking delegate" with a Hoffa-English campaign button on his back attracted attention wherever he went at the convention. Many youngsters were bedecked in plastic hats, ribbons, buttons, and one or two even carried signs.





Mr. Chairman

No Other Like Him**English Contrasts Today's Conditions With Rugged Times of Early Teamsters**

Teamster General Secretary-Treasurer John F. English, in an address to the delegates to the 19th Convention of the International Union declared:

"There is a big difference today than years ago when you went to work at a quarter past six in the morning and worked until six o'clock at night, or half past six, for \$13 a week.

"You went to work in the morning in the dark and in the winter time you came home after dark. 'Hurry up, do another trip,' was what you heard. No holidays. You went to the stables on Sunday with no pay. The old fellows got together to buy a drink; if they got caught, they got fired. They also worked on their own time for nothing."

English, who has been a Teamster for 62 years, and an officer for 56 years, reviewed the history of the Union for the delegates. Having served under three different Teamster administrations, English declared:

"There isn't a man in the world that I respect more than Jimmy Hoffa."

Praises Executive Board

English was high also in his praise of the Teamster general executive board.

In reviewing the stewardship of his office for the past five years, English pointed out that in the early days unions started out the month with a balance in the treasury of "zero."

"Today, we pay out \$2 million in out-of-work benefits in a single strike."

Of the internal operation of his office, English said:

I have changed our bookkeeping system three times. I won't have to change it any more because you've got the best bookkeeping system in this country or any country.

"Our books have been examined by the Department of Labor, but you don't hear anything. And, auditors for the monitors had Price-Waterhouse in, and they walked out. They can't find me for a dime. They went to Boston where I worked for 25

**John F. English**

years as an agent, and they walked out of there. They couldn't find me for one month's dues. That's the way we run it. That's the way we will continue to run it."

English received a standing ovation upon the completion of his remarks, and President Hoffa said:

"I will say one thing. There won't be another one like John F. English. You can bet on that. He can come and go as long as he wants to remain in this International position, I hope as long as he has breath of life in him, because serving this International Union is what keeps him going."

Opening Day**Mayor Roosevelt Welcomes Delegates;
County Federation Leader Speaks**

Elliott Roosevelt, mayor of Miami Beach, Fla., and E. T. Stevenson, president of the Dade County Federation of Labor, extended welcoming remarks to the Teamster Convention delegates in the first-day session.

Roosevelt got a round of applause from the delegates when he made note of the fact that his father, Franklin Delano Roosevelt, made his greatest political speech before a Teamster Convention more than 20 years ago.

Expressing his appreciation for the help of Teamster local unions "who have so valiantly fought to help us to have better government in the state of Florida," he added:

"Unfortunately, we are striving to overcome a great handicap in this state. Over one-third of all the families in the state of Florida earn less than \$3,000 a year. We, who are politicians, are striving to fight with organized labor in this state to establish a minimum wage law within the state that is comparable and will stay comparable to the federal law."

Assistance Sought

Roosevelt continued:

"We hope that we can look outside the borders of our state for assistance from your great organization to take us out of the list of one of the 19 lowest earning states in the union. We need help and we look to all organized labor to assist us."

The mayor then symbolically presented to the International officers and trustees the keys to the city of Miami Beach, along with a "police courtesy card."

Stevenson extended a welcome from the members of 81 affiliated local unions he represented in Dade County which contains the cities of Miami, Miami Beach, and 45 other communities.

He pointed out some facts about the growth of unionism in the area, saying: "Ten years ago there wasn't a hotel on this beach that was union-manned. Today we boast of 8,003 unionists in these hotels. . . ."

Stevenson complimented Mayor Roosevelt as a "friend of labor," but explained that when the mayor was



Mayor Roosevelt

discussing low per capita incomes in the state of Florida, "I would have you know he was talking about the non-union people, not union people."

Local Teamsters were congratulated by Stevenson who told the delegates, "You can be proud of them, they serve you well."

**Menu Offers
Special Hoffa
Sandwiches**

Delegates and guests registering for the convention were surprised to find on the menu of the Fontainebleau Hotel's coffee shop a special sandwich called, "The Jimmy Hoffa."

Described as a meal in itself, the sandwich sold for \$1.95 and consisted of roast beef, sauerkraut, mustard, chopped olives, Swiss cheese—all grilled together on rye or pumpernickle bread.

Later in the week, after Hoffa's unanimous reelection, the same coffee shop put a new special sandwich on the menu, calling it "The Jimmy Hoffa Victory Sandwich."

Also described as a meal in itself and also selling for \$1.95, the victory sandwich was composed of turkey, Swiss cheese, cole slaw, Russian dressing and chopped green olives—all grilled together on thin rye or white bread.

**Visitors Give
Short Talks
To Convention**

Among the honored guests who gave short talks of congratulations to the 19th Convention of the International Brotherhood of Teamsters were:

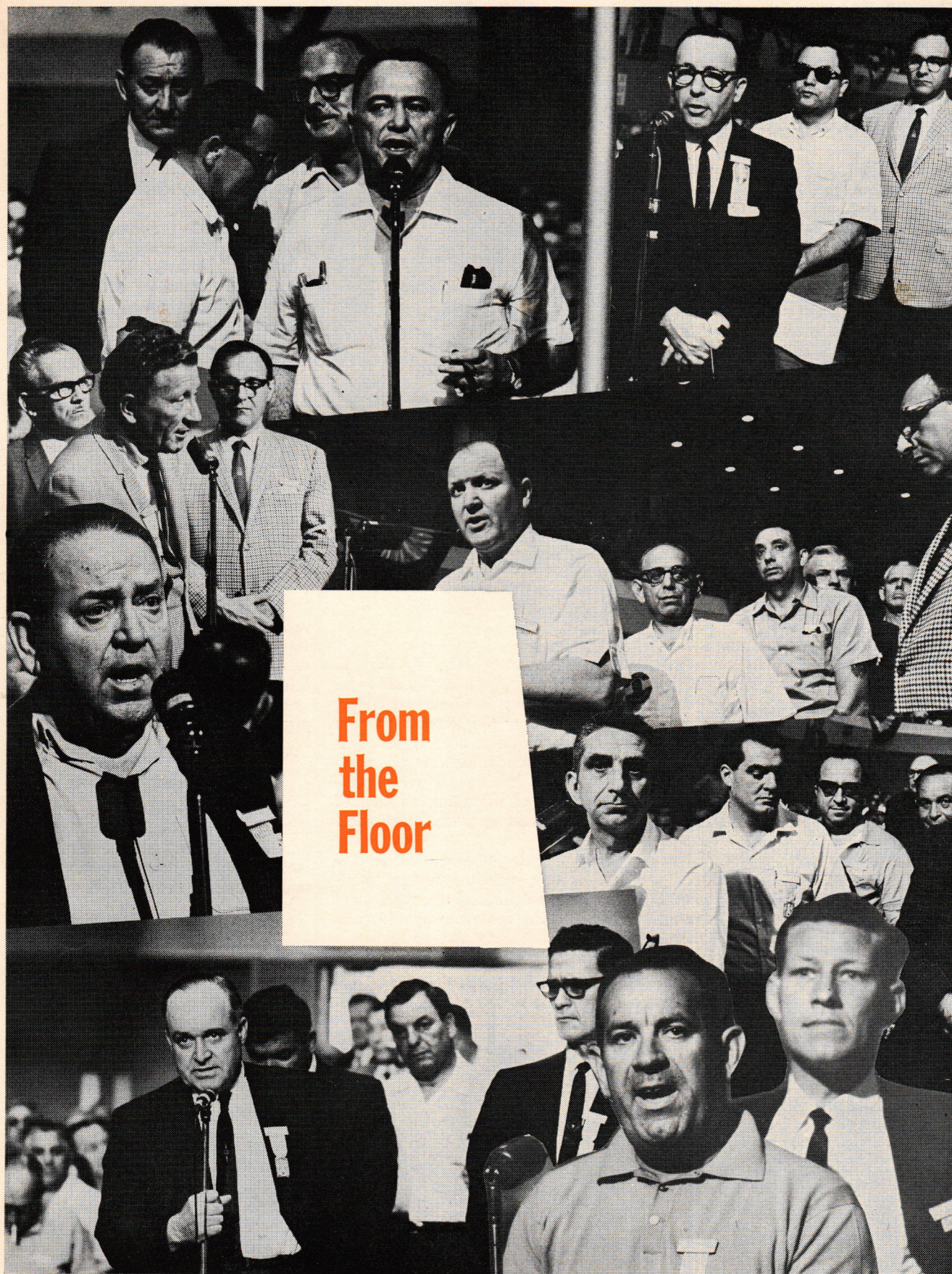
W. L. Gross, president of the Laundry, Dry Cleaning, and Dye House Workers International Union; John J. Sheehan, representing Joseph Curran, general president of the National Maritime Union; Leon Schachter, vice president of the Amalgamated Meat Cutters; Russell Berg, president of the International Boilermakers, and William McFeteridge, president emeritus of the Building Service Employees International Union.

**McFeteridge
Compliments
Hoffa, Union**

"It is my privilege to be here this morning in a twofold purpose. One, to tell you that through the years—and many years—any success that we have had in the organizations that I have represented for a long time has been through the cooperation and help of you. And it is only through you that we have had this success.

"And secondly, to acknowledge that this International Brotherhood of Teamsters today is the greatest labor organization that is in existence and put together in the United States and Canada, and I am sure the world.

"This accomplishment has not been easy. Under the most difficult circumstances, under harassment beyond belief and description, under conditions that are intolerable in many, many ways—there is only one person in the entire labor movement in the last 40 years that I have been active in it that has been able to do this, and I say this humbly and with some knowledge, that this organization and this convention is put together by one man, and one man only, Jim Hoffa."—Convention address by William McFeteridge, president emeritus, Building Service Employees International Union.



Be It Resolved**Delegates Okay 24 Resolutions After Discussion on the Floor**

TWENTY-FOUR resolutions were passed on the floor, most of them unanimously, after consideration by the delegates to the 19th Convention of the International Brotherhood of Teamsters.

They dealt with subjects ranging from extreme importance to the Union to national legislation pending before Congress.

Resolves that did not receive unanimous approval were, without exception, okayed overwhelmingly by the 1,845 delegates.

Receiving perhaps the most enthusiastic reception of all from the delegates was a resolution congratulating Mrs. Josephine Hoffa, wife of the General President, on her efforts in behalf of DRIVE (Democrat-Republican-Independent-Voter - Education), the International Union's political arm.

Also approved were resolutions calling for pension reciprocity on a national scale, the lowering from 20 to 15 years the period necessary to qualify for the affiliates pension plan, and urging the purchase of Teamster-made goods.

Also winning acceptance were resolutions providing for eight \$4,000 scholarships annually for children of Teamsters wishing to go on to college. The scholarships were established in honor of General President Hoffa.

An annual endowment of \$5,000 to an institution of higher learning was established in honor of General



Ted Merrill
chairman

Secretary-Treasurer John F. English.

Among other resolutions were those setting September as Teamster Safety Month, stressing the Union's concern for highway safety; civil rights affirmation; a condemnation of wire-tapping, plus calling for a congressional probe of the administration of justice at federal, state, and local levels.

The delegates also passed resolutions dealing with the federal minimum wage bill, federal unemployment insurance, the rent subsidy bill, and others.

Approved also were resolutions authorizing the International Union's expenditures, past and future, in defense of criminal prosecutions that may or may not be connected with civil litigation.

Ted Merrill, chairman of the Resolutions Committee, reported to the Convention that altogether there were 105 resolutions offered for consideration.

He said 32 proposed resolutions alone were concerned with the subject of the Teamsters affiliated pension plan. The committee drafted a substitute resolution covering all 32 and it was passed unanimously by the Convention.

Merrill told the delegates that other resolutions not brought to the floor were excluded from consideration because they were believed to be:

- A matter of collective bargaining.
- Within the jurisdiction of Teamster affiliates.
- A legal question alone.
- Subject to established constitutional procedures.
- Better referred to the Legislative Committee.

In this fashion, another 53 proposed resolutions were disposed of, permitting the Convention to consider the substitute pension resolve and the others.

Following are the resolutions as approved by the delegates:

Substitute Committee Resolution Affiliates Pension Plan

Be It Resolved that the Affiliates Pension Plan presently maintained and administered by the International Brotherhood of Teamsters be changed and amended in the following respects, to wit:

1. To provide for a reduction in the years of service requisite to qualify for benefits from 20 to 15 years.
2. To provide that the amount of monthly benefits shall be maintained for life and computed on the basis of earnings for the last five years of employment.

Pension Reciprocity

WHEREAS, Within our International Union there are many Pension Plans; and

WHEREAS, These Pension Plans were designed for the sole purpose of retiring our members after meeting the retirement requirements of

Shown going through the total of 105 resolutions forwarded to the convention for consideration is the Resolutions Committee headed by Ted Merrill. The delegates acted on 24 resolutions.





Vice President Joseph Diviny chaired the Officers' Report Committee composed of 16 members.

the Pension Plan in effect in the locality in which they earned them; and

WHEREAS, When leaving one area and going to work in another pension area, our members cannot carry their pension credits with them, therefore, disfranchising thousands upon thousands of our members from receiving their true and just pension credits; now therefore be it

Resolved, That the General President shall call a meeting of representatives of all the Pension Trusts at the earliest possible date to work out a system whereby our members do not suffer a loss of pension credits when leaving work in one pension area to work in another; and be it further

Resolved, That the General President give wide publicity to the final outcome of this meeting so that our members will be fully informed.

The Officers Report Committee, shown here in session under the chairmanship of Vice President Joseph Diviny, studied the extensive report submitted to the convention by the General President and General Secretary-Treasurer. The committee approved the report.



Roy Williams of Kansas City, Mo., had the difficult task of chairing the Credentials Committee.

Teamster-Manufactured Items

WHEREAS, There are now in the jurisdiction of the International Brotherhood of Teamsters approximately 300,000 members engaged in industrial production; and

WHEREAS, These members produce a wide and varied number of articles which can and are used by our International Union and its subordinate bodies; and

Further, these Teamster members are enjoying excellent contracts with high salaries and decent working conditions; therefore be it

Resolved, That in order to maintain and protect the jobs of our members from unfair competition at the hands of low-paying or unorganized shops,

That This Convention goes on record as urging all affiliates to give first consideration to the purchase of Teamster manufactured items, a

The Appeals and Grievances Committee, in its capacity as final authority on cases carried through the various levels of Teamster affiliates during the past 5 years, had only one case to hear at the convention. The chairman was Jack Goldberger of San Francisco.



Vice President Murray W. Miller was chairman of both the Arrangements Committee and the Rules Committee.

list of which is in the possession of the General Secretary-Treasurer's office.

Legal Expenses

WHEREAS, The delegates attending the 19th Convention of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, held in Miami, Florida, July 4 through 8, 1966, have heard a comprehensive report respecting the nature, outcome and costs of defense of various criminal prosecutions in federal courts brought by the Federal Government against various officers of the International Union as well as officers of subordinate bodies in respect to which funds of the International Union were expended; and

WHEREAS, The delegates believe that these prosecutions, particularly those involving General President Hoffa and union officials Williams,

CONVENTION



Sergeants-at-arms gathered together before registration of delegates, alternates, and guests began to map their activities for the course of the convention. James Cliff of Detroit

and Frank A. Demeria of Duluth were co-chairmen of the committee. Sergeants-at-arms were commended for their convention work.

Priddy, and Haynes were politically motivated and represented attempts to embarrass, discredit, and even destroy these officers as well as the International Union itself; and

WHEREAS, The delegates are aware of similar politically or economically motivated legal attacks upon many prominent labor leaders in the past and more currently upon many leaders in the civil rights movement as well as in the labor movement; and

WHEREAS, The delegates are of the belief that the services of General President Hoffa to the International Union, to its affiliated subordinate bodies, and to the general membership as a whole, since he had taken office, have resulted in the achievement of gains and benefits of a very substantial nature, far exceeding those achieved by any other national labor leader during a comparable period, and are further of the belief that improved wages, hours and working conditions and the establishment of retirement

and welfare plans for the members of the International Union, stabilization of the trucking industry through negotiation of nationwide agreements in the various branches of the industry, substantial increases in membership in the International Union obtained through intensive organizing campaigns, and enhancement of the financial position of the Brotherhood, are all attributable in major part to the untiring personal efforts of the General President who has devoted himself unstintingly to the accomplishment of the foregoing achievements, as well as to similar efforts by other officers and representatives of the International Union who were made the subject of criminal prosecution; and

WHEREAS, The delegates to this Convention recognize the great disadvantage under which the foregoing Union officers must labor in defending against the overwhelming power and resources of the Federal Government; and

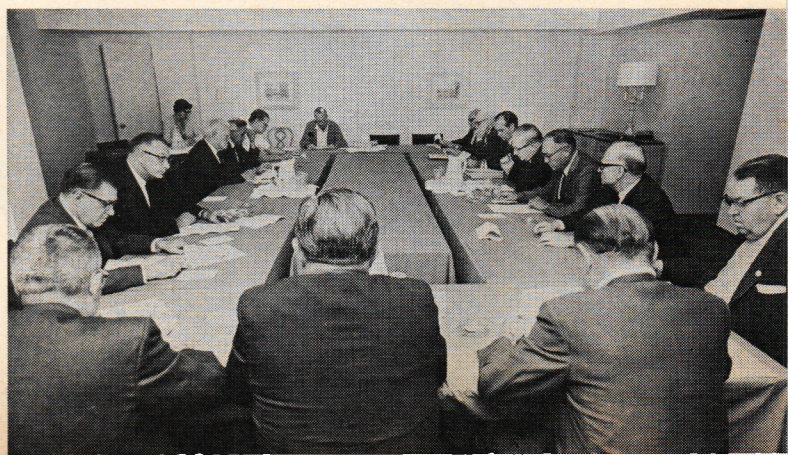
WHEREAS, It is the desire of the delegates to this Convention to preclude any possibility that the services of the General President and of other officers of the International Union and of its affiliates be lost by reason of inability to meet the great cost of defending against criminal prosecutions in which they have been made defendants and to reimburse them for any expenditures that they have personally made in such defense, and the delegates here assembled deem it essential to the best interest of the Union that those services continue to be available to the International Union and its members; and

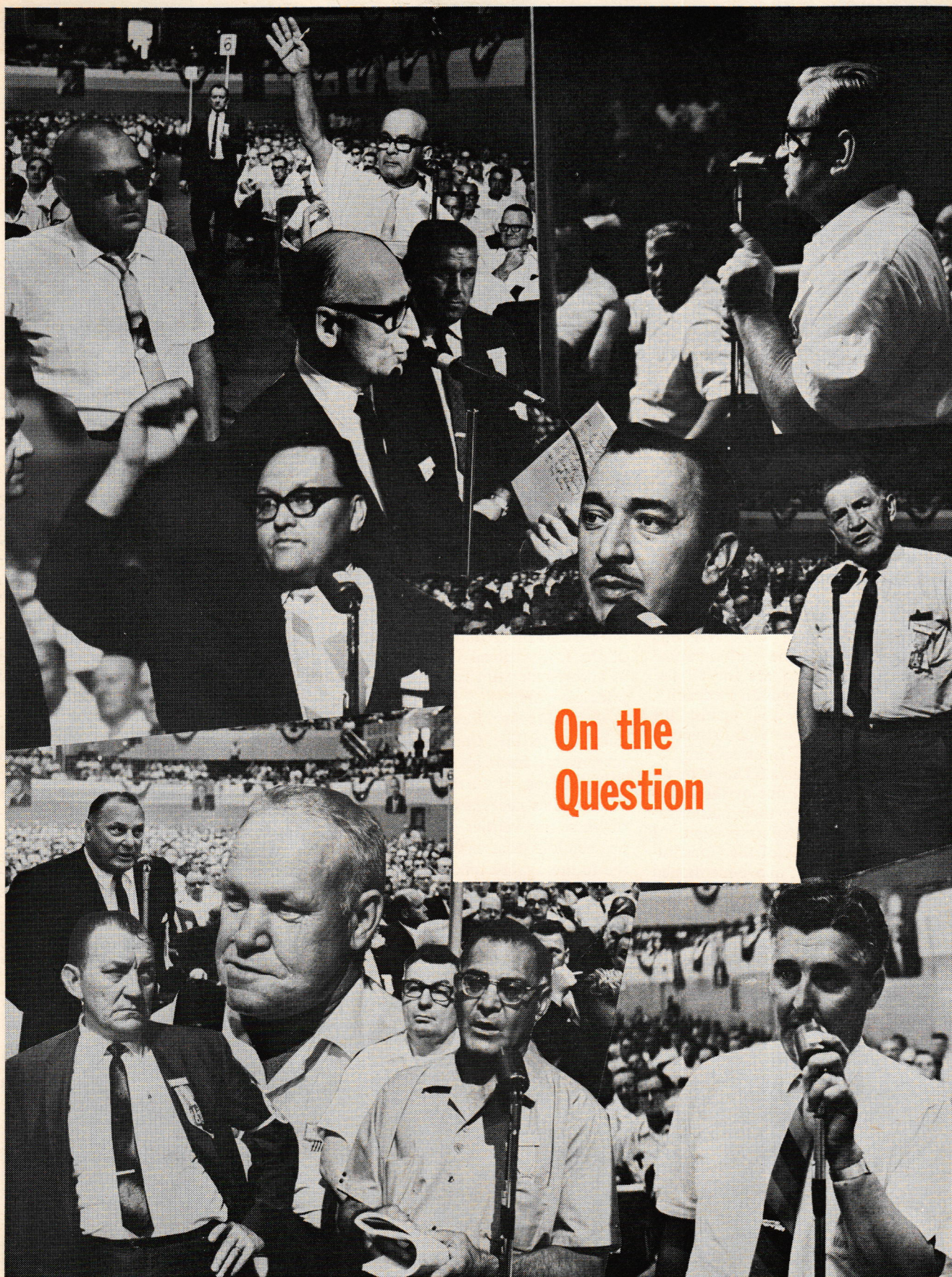
WHEREAS, The expenditures in question were each of them authorized by the General Executive Board after full investigation and upon advice of counsel, and were made pursuant to and within the intentment of Article IX, Section 9 of the Constitution; and

WHEREAS, Even in the absence of such constitutional provision the dele-

Discussing delegate registration prior to the opening of the convention is the Credentials Committee. This committee, under Chairman Roy Williams, certified the credentials of 1,845 delegates and 472 alternates.

Early on the convention agenda was the reading of the convention rules put together by this committee under the chairmanship of Vice President Murray W. Miller. The Rules Committee devised a set of 27 rules.





On the
Question

CONVENTION



This was the scene in the Miami Beach city auditorium, Independence Day, 1966, as the 19th Convention of the International Brotherhood of Teamsters opened with a pledge of allegiance to the flag of the United States of America.



Many women delegates were on the convention floor where they made their contribution.

gates here assembled believe that such expenditures were justified, were consistent with sound trade union principles and the constitutional right to counsel, and were in defense of Local and International Union officers who were subjected to the litigation described by virtue of their office and their position in the Teamsters' Union; and

WHEREAS, Since the last Convention, notwithstanding the foregoing, six members of the International Union, purporting to act for all the members in a representative capacity, have brought a lawsuit against the General Officers and Vice-Presidents of the International Union seeking return to the International Union of all sums of money paid out by the International Union under their authorization pursuant to the provision of Article IX, Section 9, of the Constitution in defense of the above-mentioned prosecutions:

Now, Therefore, Be It Resolved, By the delegates assembled in the 1966 Convention of the International Brotherhood of Teamsters that the action of the General Executive Board in approving such expenditures and the making of such expenditures in the total amount of \$1,006,500 as are set forth in such report be and hereby are authorized, ratified and approved as having been properly approved and made under the provisions of the International Constitution, and in accordance with sound trade union principles; and

Be It Further Resolved, That the delegates to this Convention for the reasons set forth above, reaffirm the authorization of further expenditures of any sums necessary for the defense of these or further similar criminal prosecutions that may be brought in the future against officers of the International Union or its subordinates,

as authorized by Article IX, Section 9, of the Constitution.

Legal Expenses

WHEREAS, the delegates attending the Nineteenth Convention of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, held in Miami, Florida, July 4 through 8, 1966, have heard a report respecting the nature, outcome and costs of defense of various criminal prosecutions in Federal courts brought by the Federal and State Governments against various officers and personnel of the International Union as well as officers of subordinate bodies in respect to which funds of the International Union were expended but which it appears are not involved in litigation brought to recover such funds; and

WHEREAS, the delegates to this Convention recognize the great disadvantage under which Union officers

Canadian delegates met as a bloc with General President Hoffa and other officers during the convention. Standing to speak at the rear is Ed Lawson, president of the Vancouver, B.C., Joint Council 36.

Delegates rose to their feet as one to give a heavy round of applause to venerable General Secretary-Treasurer John F. English when he came to the microphone to address the second-day session of the convention.





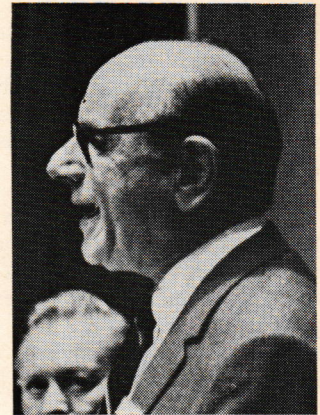
John J. Sheehan spoke to the convention as a representative of Joseph Curran, president of the National Maritime Union.



A short talk was given by Leon Schachter, vice president of the Amalgamated Meat Cutters and Butcher Workmen of North America.



Russell Berg, president of the International Brotherhood of Boiler Makers, complimented the Teamsters Union delegation.



Nathan Veloshen, representative for the International Union of Distillery Workers, addressed the convention briefly.

and employees must labor in defending against the overwhelming power and resources of the Federal Government; and

WHEREAS, it is the desire of the delegates to this Convention to preclude any possibility that the services of officers of the International Union and of its affiliates be lost by reason of inability to meet the great cost of defending against criminal prosecutions in which they have been made defendants and to reimburse them for any expenditures that they have personally made in such defense, and the delegates here assembled deem it essential to the best interest of the Union that those services continue to be available to the Union and its members; and

WHEREAS, the expenditures in question were each of them made pursuant to and within the intentment of Article IX, Section 9, of the Constitution; and

WHEREAS, even in the absence of such constitutional provision the delegates here assembled believe that such expenditures were and are justified, and were and are consistent with sound trade union principles and the constitutional right to counsel, and were in defense of Local and International Union officers and personnel who were subjected to the litigation described by virtue of their office and their position in the Teamsters Union and in fulfillment of their duties and functions as such officers, and when engaged in activities involving strikes, organizational drives, election campaigns or other labor-connected disputes or activities;

Now, Therefore, Be it Resolved by the delegates assembled in the 1966 Convention of the International Brotherhood of Teamsters that the action of the officers of the International Union in authorizing the ex-

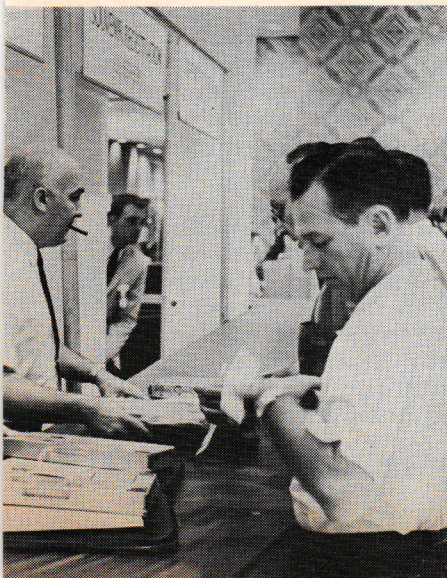
penditure of International Union funds in the total approximate amount of \$271,180 for defense of such prosecutions and in making such expenditures be and hereby are authorized, ratified and approved as having been properly made and approved under the provisions of the International Constitution, and in accordance with sound trade union principles; and

Be It Further Resolved that the delegates to this Convention, for the reasons set forth above, reaffirm the authorization of further expenditure of any sums necessary for the defense of these or further similar criminal prosecutions that may be brought in the future against officers or employees of the International Union or of its subordinates, as authorized by Article IX, Section 9, of the Constitution.

Civil Rights

WHEREAS, The denial of civil rights and human dignity is the most potent

Staff members (left) distributed convention supplies to the delegates.



Thomas Lees (left) of Toronto, Canada, a member of the Credentials Committee, felt honored to help General Secretary-Treasurer John F. English with his delegate badge.



Delegates arrived ready to enjoy the sunny climes of Florida.



issue of this century, an issue which shall not only resolve the democratic rights of our citizens but shall most surely determine the course of our society and the destiny of this civilization; and

WHEREAS, The inception of the labor movement has been fortified by the recognition of its relationship to this fundamental issue, a recognition predicated on the premise that this movement can not endure, nor shall it survive without protecting the rights of all men in the pursuit of life, liberty and full equality, without regard to race, creed, religion or national origin; and

WHEREAS, The conscience of America has been aroused, and the faith in humanity shaken with the realization of the fact that within this 20th Century we are still threatened with a doctrine rooted in bigotry, motivated by fear and designed to deny equal and full equality to all our citizens, a condition which has not only created a second-class citizenship, but has produced a people in poverty, with no inspiration from the past, no security in the present and no hopes for the future; now therefore be it

Resolved, That this International Union expresses its endorsement and extends its united support in furtherance of removing each and every

barrier and injustice which is inherent within the deadly seeds of racial discrimination and prejudice; be it further

Resolved, That the facilities of this International Union shall be available in support of any and every program which may be determined by the General President of this Union, designed to give meaning and intent to the carrying out of this resolution.

Safety Month—September

WHEREAS, The International Brotherhood of Teamsters is vitally concerned with the public education in all phases of Highway Safety, and

WHEREAS, The public can be measurably assisted in highway safety education by the membership of the International Brotherhood of Teamsters; now therefore be it

Resolved, That the period commencing on Labor Day of each year through the end of the month of September shall be declared "Teamsters Safety Month" for the purpose of educating the general public in the necessity and essentials of highway safety; be it further

Resolved, That said Teamsters Safety Month be recognized by all local unions of this International Teamsters; that each of said local unions undertake a program of highway safety education; and that the

assistance of employers and local government officials be enlisted in this program.

Resolved Further, That the program of Teamsters Safety Month be coordinated and sponsored by the International Brotherhood of Teamsters and that the General President appoint such member or members of the International Brotherhood of Teamsters as he deems necessary to effectuate this program and carry out the intent of this resolution.

Canadian Parity

WHEREAS, Wherever the International Brotherhood of Teamsters is at work, its purpose is to bring union wages, hours, and conditions to the men and women of North America who labor for a living.

That purpose is no different whether the activities be in the United States or in Canada. And it is this kind of unity and singleness of purpose which makes the Teamsters the greatest international union in the world. In Canada Teamsters work under both national and provincial labor laws which make it difficult, indeed, to achieve the purpose outlined above. There is good argument that Canadian legislation makes trade union activity even more difficult there than in the United States. Nevertheless, we find that since the last convention of this International Union in 1961 there has been an 11 per cent increase in Teamster membership in Canada. In fact, the percentage increase is greater in Canada than the percentage membership increase in the United States; therefore be it

Resolved, That in recognition of the facts outlined above the delegates to this the 19th Convention of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America do hereby commend the efforts of Teamsters in Canada and further express our gratitude for the strength which they contribute to this International Union.

Additionally, in view of the increased industrialization and the economic well being of Canada, there is no justification for disparities in wages, hours, and conditions between Canadian and American workers engaged in the same industry or doing the same type of work. We further support our Canadian brothers in their efforts to achieve parity with United States wage rates and conditions.

Delegates followed the constitutional discussion as others in the rear waited with signs ready to acclaim Vice President Dominick Calabrese upon his nomination.



White Collar Workers

WHEREAS, All private reporting services and government agencies in Washington, D. C., recently informed subscribers to their services that the International Brotherhood of Teamsters is the most successful union when it comes to organizing white collar workers.

That testimonial is witness of the effort of this International Union to keep abreast of changing times and changing needs of American workers.

Automation and technological advances have been significant in many ways, one of which is the increase they have caused in the number of white collar workers in the past several years. As the onrush of automation continues, even more white collar jobs will be created.

It has been estimated by a Presidential Commission that by the year 1975, white collar workers will constitute 48 per cent of all manpower requirements. Conversely, it is estimated that blue collar occupations will constitute only about 34 per cent of manpower requirements of the nation.

It is of vital necessity to organized labor that this changing picture of manpower from blue collar to white collar be met with the same ingenuity which spelled out labor's success before production lines became automated to the push-button era.

We will meet traditional obstacles which everyone who has organized in the white collar, professional and technical field knows. Management has long perpetuated the myth that white collar, technical and professional workers are a class above unionization. This paternalistic subterfuge is fast being exposed for its true worth. As offices and professional skills are computerized, white collar workers are being put out of work. As automation of the nation's offices cuts cost to management, remaining jobs are downgraded.

And, day by day hard realities in the white collar world are bringing home the message to clerical, professional and technical workers that their problems can be best met by a good trade unionism.

It is because of the fast changing manpower needs of the United States, Canada and Puerto Rico that we turn our attention to the white collar workers with even greater vigor than in the past; therefore be it

Resolved, That the delegates to the 19th Convention of the International

Brotherhood of Teamsters commend the past efforts of the International Union as a leader in the field of white collar organization;

That delegates to this Convention urge the International Union Executive Board to continue and expand its policy of encouraging all affiliates to organize in the field of white collar, technical and professional workers.

John F. English Endowment

WHEREAS, General Secretary-Treasurer John F. English of the International Brotherhood of Teamsters, having loyally and faithfully served this Union, both as a member and officer, for more than fifty years and,

WHEREAS, During this period of more than half a century, he has diligently managed the financial affairs of the I. B. of T. and,

WHEREAS, He is known and respected by hundreds of thousands of our members and local union officers; therefore be it

Resolved, That in commemorating the long years of service by the General Secretary-Treasurer, a "John F. English Endowment" of \$5,000 per annum be made to an institution of higher learning; the first endowment to be designated by the General Secretary-Treasurer and those following, to different universities designated by the General Executive Board, in his honor.

James R. Hoffa Scholarship Fund

WHEREAS, General President James R. Hoffa has completed 35 years of devoted service to the International Brotherhood of Teamsters, and

WHEREAS, The General President is the greatest president in the history of our union, and

WHEREAS, Under his leadership we have experienced the greatest membership growth, making us the largest single labor organization in America, and

WHEREAS, His farsighted and intelligent conception of collective bargaining has resulted in many novel innovations, gaining for our members unparalleled wage increases, improved working conditions, health, welfare and liberal pension programs, and

WHEREAS, His steadfast devotion and personal sacrifices have brought trials and tribulations of cruel and unusual proportion both to the General President and his family, and

WHEREAS, Despite all of this harassment, the General President and his office has continued to function at peak efficiency and with maximum results, and

WHEREAS, His concern for the welfare of each and every member of this union, has won for him the affection and esteem of all of our rank and file and officers; therefore be it

Resolved, That a suitable symbol of our appreciation be established at this Convention, and

Further, That in the carrying out of this expression, that there be established a "James R. Hoffa Scholarship Fund,"

Further, That this Scholarship Fund will provide for eight scholarships to children of members of the I.B. of T.

That these scholarships will be for periods of two years at the rate of \$2,000 per year for a total of \$4,000 per student.

Two scholarships shall be awarded through each of the four Conferences and they shall be chosen on the basis of need and scholastic achievement.

Further, The cost for the eight scholarships which will total \$32,000

General President Hoffa attracted crowds of delegates when the daily sessions ended. Here he is shown, shaking hands after his reelection on the fourth day.





Delegates from the Philadelphia area demonstrated heartily after the name of their International Vice President, John Backhus, was placed in nomination.

per year, will be paid from the general treasury of the International Brotherhood of Teamsters.

Bill of Rights

WHEREAS, Investigations by the Congress have disclosed that new technological devices have been exploited by agents of the Executive Branch of the Government so as to deny Constitutional rights to certain citizens;

WHEREAS, The Justice Department has informed the Supreme Court that these unconstitutional actions have been a matter of common practice by agents of the Department during the last five years;

WHEREAS, These practices (wiretapping, 'bugging,' and all types of eavesdropping) are believed to be, also, in common use by various State and Local enforcement agencies;

WHEREAS, Public disclosure of these practices has destroyed the confidence of the people in the impartial administration of justice which is a keystone of our democratic society;

WHEREAS, Few sophisticated persons have any confidence that they can speak privately with their lawyers, doctors, priests or even wives without possibly being overheard by some electronic eavesdropping devices;

WHEREAS, Citizens have become aware that the United States mails are no longer secure and that letters are opened and read by Government agents before delivery to the addressee;

WHEREAS, It is evident from matters on the public record that certain citizens and certain classes of citizens are

subject to unreasonable pursuit by the Justice Department and that their Constitutional rights are ignored by agents of the Department; be it therefore

Resolved, That, this convention calls for the Congress to set up a thorough and complete investigation of the administration of justice in the United States at Federal, State, and local levels along the lines of the Wickersham Commission of 1931.

Housing and Urban Development

WHEREAS, Some 15 million American families are still occupying inadequate housing;

WHEREAS, The family income of many low paid workers, large families, and families including aged persons does not allow them to purchase decent, adequate housing at present prices; be it therefore

Resolved, That:—

(a) This convention endorses the rent-supplement housing program called for by President Johnson in 1965, and asks Congress to appropriate sufficient funds so that this program can be given a full and fair trial.

(b) This convention deplores the fact that, in many cities, Urban Renewal programs are being conducted in such a manner as to drive low income residents away from many inner areas of the city, and calls for the Congress to pass legislation which will enable city administrations to subsidize Urban Renewal so that it does not result in displacement of low income families.

Election Reform

WHEREAS, The cost of election campaigning has increased enormously so that only rich men, men with rich friends or men willing to make commitments on matters of policy in return for campaign funds are able to run for high office in our democracy;

WHEREAS, There is little likelihood that the cost of campaigning is going to decline in the future;

WHEREAS, Glaring loopholes exist in the present laws concerning campaign financing;

WHEREAS, It is not fanciful to assume that major candidates for the highest offices in this country will soon be selected by mass-media monopolists, such as the TV networks; be it therefore

Resolved, That:—

(a) This convention calls for the passage of H.R. 15317 which contains most of the proposals of President Johnson in his May 26th message on election finance reform.

(b) In addition, this convention calls for legislation to make **free** radio and TV time available to **all** bona fide election candidates for the offices of President, Vice-President, Senator and Representative. The profits made by radio and TV networks out of what is essentially use of public property must require that, as a condition of receiving a license, licensees agree to provide free of charge the time needed to present the issues of the day by **all** qualified candidates for the above-listed offices to the people.

Aid to Alaskan Road Network

WHEREAS, The highway system of Alaska is pitifully underdeveloped;

WHEREAS, Most major communities in Alaska were totally unconnected by surface transportation when Alaska joined the Union;

WHEREAS, Alaska—which is as large as 10 other states—has only approximately 5,000 miles of roads; be it therefore

Resolved, That:—

(a) This convention supports the amendment of the Federal Aid to Highways Act of 1966 which was introduced by Senator Gruening and co-sponsored by Senator Bartlett which would:

1. Allow use of Federal Aid to Highways funds in Alaska for road maintenance and for construction of access roads

2. Authorize allocation to Alaska of an additional \$10 million annually

for a ten-year period to speed up road construction

(b) This convention applauds the action of the Senate Public Roads Subcommittee of the Senate Public Works Committee for their unanimous vote adopting and ordering reported the amendment of Senator Gruening, and this convention regards the development of a modern road network in the state of Alaska as vital to the defense of the U. S., to the convenience of the residents of Alaska and in the interest of all Americans who would wish to enjoy the recreational beauties of the great state of Alaska.

(c) This convention endorses the inclusion of the Gruening Amendment and urges passage of S. 3155 including this amendment.

Department of Transportation

WHEREAS, Transportation functions are now administered by some 35 different Government agencies with divergent policies and objectives;

WHEREAS, Certain transportation functions, such as railroad and highway safety, have been neglected;

WHEREAS, The dynamics of the transportation revolution calls for a single unified national transportation policy;

WHEREAS, Such a policy should be administered and coordinated under the direction of a Cabinet level Department of Transportation; be it therefore

Resolved, That this convention calls for passage of the bills to set up a Department of Transportation (H.R. 13200 and S. 3010) and endorses Teamster testimony which calls for amending these bills so as to strengthen research and safety functions in the new Department.

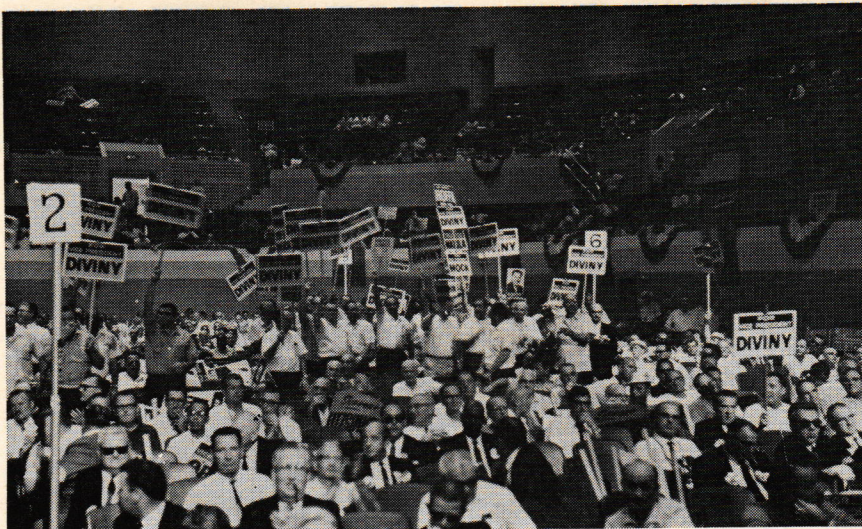
Unemployment Insurance

WHEREAS, The unemployment insurance laws have not been improved for a generation;

WHEREAS, The 50 state laws have developed in a variety of ways so that uniformity has been lost so that unemployed working men and women are treated with inequality in level of benefits and duration from state to state;

WHEREAS, The low level of unemployment paid by certain states makes unemployed persons economic prisoners of neighborhoods in steep economic decline;

WHEREAS, In the interest of the Nation as well as the individual work-



West Coast supporters of Vice President Joseph Diviny added to the convention hullabaloo when their favorite candidate was nominated for reelection.

er that the Unemployment Compensation laws of the states be updated to economic realities of the times, bearing in mind the fact that the Unemployment Compensation laws have not been seriously changed since the states set them up almost 30 years ago following the passage of the Social Security Act of 1935; be it therefore

Resolved, That:

(a) This convention rejects as utterly inadequate to the needs of the times the bill, H.R. 15119, as passed by the House, June 22.

(b) This convention calls for the Senate to pass S. 1991, the Administration Bill put forward by President Johnson in 1965, and for the House to accept S. 1991 which:

1. Would set minimum Federal standards for state unemployment benefit programs.

2. Would authorize Federal payments to help states with unusually high unemployment costs.

3. Would extend benefits for 26 weeks regardless of economic conditions at the time.

4. Would cover an additional 1.2 million persons than the bill, H.R. 19119, just passed by the House.

Minimum Wage Bill

WHEREAS, Passage of the Dent Minimum Wage Bill, which extends minimum wage protection to 8 million new workers, is a sign of understanding by the Congress that economic inequality for a fifth of the people of this country is causing deep social unrest;

WHEREAS, Millions of Americans are presently working full-time and

not earning enough money to support their families;

WHEREAS, The problem of the distribution and sale of the production of this economy cannot be solved without the assurance of a decent wage for all American families; be it therefore

Resolved, That:

(a) This convention regards the Dent Minimum Wage Bill passed by the House in this session as a step in the right direction, apply the partial success achieved by the International Union in securing relief for our brethren involved in agricultural-processing work from one 14-week overtime exemption and restricts the hours of operation the other 14-week overtime exemption; this convention calls for every effort by all echelons of the union to support the inclusion of this partial relief to our agricultural-processing workers when the minimum wage bill is passed by the Senate, and this convention goes on record as recognizing the agricultural-processing industry as a fully developed industry where "the seasonal nature of the work" no longer affects the operation of the industry and where no valid excuse exists for refusing overtime pay to any workers and calls for the elimination by the Congress next year of the remaining 14-week overtime exemption for agricultural-processing workers.

(b) This convention looks forward to passage next year of a minimum wage bill which sweeps away all the exemptions which presently result in the exploitation of some 17,700,000

workers who have no minimum wage nor overtime protection.

(c) This convention calls for the Senate to modify the effective date on which previously covered workers become eligible for \$1.60 minimum wage by changing the effective date of the House-passed bill from February 1, 1969 to February 1, 1968.

Highway Safety

WHEREAS, Some 50,000 Americans are killed on the highway each year and 3½ million more suffer disabling injuries and the costs of these accidents amount to around nine billion dollars each year;

WHEREAS, The pursuit of profits has resulted in safety features not being designed into cars, trucks, and buses as completely as might be;

WHEREAS, Members of this union are exposed to highway hazards more frequently than the average citizen; be it therefore

Resolved, That: This convention applauds the testimony offered by General President Hoffa to Senate and Congress Committees on the subject of auto and highway safety and calls for passage of a bill which requires mandatory safety standards be placed on all vehicles at an early date, imposes criminal as well as civil penalties upon persons manufacturing and distributing unsafe vehicles and requires competent administration of truck safety regulations and application of these regulations to unregulated as well as regulated trucks.

Congratulating "Jo" Hoffa

WHEREAS, The "Jo" Hoffa luncheon served as the ignition in the launching of DRIVE at the grass roots level;

WHEREAS, "Jo" Hoffa's spirit and presence inspired all who came in contact with her in following through in the establishment of DRIVE.

WHEREAS, "Jo" Hoffa continued to play a leadership role in encouraging the Motorcades to Washington and gave of her time and of herself in making these motorcades a success;

WHEREAS, "Jo" Hoffa has returned to many of the DLA Chapters which were launched as a direct result of the "Jo" Hoffa luncheons and promoted follow-through programs insuring their success; be it therefore

Resolved, That "Jo" Hoffa be commended for her leadership, devotion, and dedication to the cause of DRIVE.

LABOR AND MANAGEMENT

After Miami, What's Ahead For The Teamsters?

(Editor's Note: The following is reprinted from the July 22, 1966 issue of the Philadelphia Catholic Standard and Times.)

By Rev. Francis X. Quinn, S.J.

It required no profound study, no source of whispered information, no soothsayer's gift to be certain that the nineteenth International Convention of Teamsters would have the doughty Detroit, James R. Hoffa, back as president.

Many of the newspaper accounts of the convention, including an accompanying editorial or cartoon, seem to have been pre-cast before the convention. Hoffa frequently assails the press, and many representatives of the fourth estate have their minds made up about the Teamster, his leader, and their combined machinations. The significant remarks made in Miami Beach about civil rights, the union's political role, and the need for greater organizational moves among the southern and agricultural workers were relegated to the back pages of newspapers to make room for news about legal fees, dues increases, and the priming of a new successor. It is true that among the internal matters handled by resolutions the Teamster delegates approved past payments for legal fees and authorized further payment that might be necessary. It is true that Larry Thomas' dissenting voice displayed courage and was finally greeted with respect from the top.

Stepped Up Organizing Drive

The convention was a display of Hoffa strength. Delegates apportioned ponderable monies out of the treasury for Hoffa and siphoned more money into the treasury from the Teamster member. However, one can also report a stepped-up organizational drive among agricultural and southern workers—a difficult accomplishment for any union, and one possible on a sizeable scale only to the Teamsters.

The 1966 Teamster Convention does not only mean growing costs for organizing workers and developing pension funds, it means hope for the underpaid, the segregated, the poor.

The reelection of James R. Hoffa does not necessarily point to an abuse of economic power. There is little evidence that there has been much abuse of Teamster economic power. Despite the increase in strike benefit payments, the number of strikes is down and involved less than three percent of the union's membership. Hoffa has consistently asserted that he will never call an industrywide work stoppage. He views massive shutdowns as a crude shotgun approach which would provoke more government intervention, more punitive legislation.

A Kind of Vigor No Longer Common

The Teamster likes Hoffa because he moves with a kind of vigor no longer common in the labor movement. Hoffa's aggressiveness has extended wage uniformity among Teamsters and altered the geographical pattern of employment throughout the industry. Hoffa's successful experience at organizing, his preference for area-wide bargaining, distaste for marked dog-eat-dog competition among truckers, the bread and butter motif are all essential for an explanation of Hoffa success at the nineteenth convention. Factually Hoffa has made the Teamsters prosperous and powerful in his ten years as union president—and they know and appreciate it.

There is no doubt that many of the press accounts of Hoffa and his effort at dictatorship are malignly inaccurate. The real question to ask is—now that the shouting of the nineteenth convention is over, where are the Teamsters headed and how soon will they render more help to the underpaid and the unorganized?

Father Quinn last month was named assistant director of St. Joseph's College Institute of Industrial Relations, Philadelphia; one of his first assignments was attendance at the Teamsters' convention in Miami.

DRIVE

WHEREAS, The Jo Hoffa luncheons, the Motorcades, the Business Agent and Steward Seminars have pioneered in the establishment of effective lines of communication between the rank and file member and his union, as well as between the citizen and his government;

WHEREAS, The Motorcades have already made a major impact on the Congress recognized by both the late John F. Kennedy and Lyndon B. Johnson in welcoming Teamster wives to the Rose Garden in the White House, and by Vice-President Hubert Humphrey who described the Teamster Motorcades as the "most effective lobbying operation seen on Capitol Hill in recent years," as well as by Congressional leaders of both parties;

WHEREAS, Operation Checkoff has made a fine beginning in 28 Joint Councils and 88 Local Unions signing up DRIVE membership on a check off basis, and should be encouraged to become an integral part of the DRIVE membership program of every Local DRIVE chapter; and

WHEREAS, 128 DRIVE chapters and 140 DLA chapters have been established out of a possible 840 DRIVE and DLA chapters, leaving much to be done in the establishment of DRIVE at the grass roots level;

WHEREAS, A unified National DRIVE program calls for the participation of the leadership at the International level and Local level in carrying out the program and policies of National, Joint Council, and Local DRIVE; therefore be it

Resolved, That:

1. The Motorcades be encouraged to continue as an annual event and include representation of membership of every state in the union;
2. The Jo Hoffa luncheons be expanded as a means of launching DRIVE and DLA chapters and further involving Teamster families in grass roots legislative and political action;
3. National and Joint Council DRIVE expand its program of Business Agent, DLA and Steward Seminars and provide the necessary staff for a day-to-day implementation of such programs;
4. Operation Checkoff be expanded to include all Joint Councils and Local Unions.

Miami Beach Accommodations

WHEREAS, The Nineteenth Con-

vention of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, assembled in Miami Beach, Florida, is an occasion which will be long remembered, and

WHEREAS, The courtesies and services extended to the delegates, friends and guests of the Convention by the management and employees of the hotels concerned have greatly contributed to our comfort and enjoyment; now, therefore, be it

Resolved, That the Nineteenth Convention of the International Brotherhood of Teamsters commend the management and employees of said hotels for the quality of their service and their hospitality; and be it further

Resolved, That copies of this Resolution be forwarded to the managers of the various hotels playing a role in support of the Convention.

Miami Beach Community

WHEREAS, The Nineteenth Convention of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America was assembled in the City of Miami Beach, Florida, starting July 4, 1966, and

WHEREAS, The delegates, friends and guests of the Convention attribute its success in large part to the consideration and assistance given so generously by the Miami Beach community and its citizens; now, therefore, be it

Resolved, That the Nineteenth Convention of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America commend and thank the City of Miami Beach and its residents for their warm hospitality.

Southern Conference

WHEREAS, The Southern Conference of Teamsters is the host to the Nineteenth Convention of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, and

WHEREAS, The arrangements, organization and planning of this Convention have contributed to its success and made our stay in Miami Beach, Florida, most comfortable and pleasant, and

WHEREAS, This was the result of the efforts of Convention Arrangements Chairman Murray W. Miller, Director of the Southern Conference of Teamsters, and staff; now, therefore, be it

Resolved, That the Nineteenth Convention of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America commend the committee chairman, committee members and staff assistants for their outstanding job of arrangements which contributed so much to the success of the Convention and the comfort of the delegates, friends and guests.

General Organizer Norman Kegel (center) waited patiently with the Pittsburgh delegation ready to demonstrate when Vice President Harry Tevis was nominated.



Congressional Communications

Hoffa Urges Increased Promotion Of DRIVE to Defend Labor's Rights

"EVERY single delegate here should go home and promote DRIVE," said General President James R. Hoffa during a legislative presentation to the delegates massed in the Miami Beach city auditorium for the 19th Convention of the International Brotherhood of Teamsters.

Speaking of the International Union's political arm (Democrat-Republican-Independent-Voter-Education), Hoffa said:

"Whether it be by way of your meeting, whether it be by way of communications directly to your membership, all of you should remember that one thing only can destroy organized labor—that is the Congress of

the United States by passing restrictive legislation that will take away from the labor unions of America the right of economic self-help, more commonly known as the right to strike."

Hoffa's appeal for more political action by Teamsters everywhere came even as letters, telegrams and other communications poured into the Convention from 22 U.S. Senators, 53 U.S. Representatives, a couple of governors and a couple of mayors.

One of the most unique presentations ever made to a union convention anywhere preceded Hoffa's comment when Sidney Zagri, DRIVE director, showed a video tape featuring 15 Congressmen.

A unique feature of the convention was the presentation of greetings from congressmen to the delegates via video tape. A dozen senators and three representatives from both major political parties gave short talks in their appearance on a huge screen. They were high in praise of the Teamster

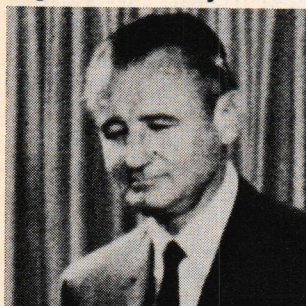
Delegates were able to see and hear brief greetings laced with discussion about DRIVE and legislation as they were thrown on a huge screen. A dozen Senators and three Representatives appeared in the film.

In addition, major speeches were given during the course of the Convention by Sens. Eugene McCarthy of Minnesota and Edward V. Long of Missouri. Their addresses are reported elsewhere in this issue of *The International Teamster*.

On behalf of 142 DRIVE chapters across the land, Zagri presented to the General President's wife, "Jo," a testimonial silver plate. Zagri told the delegates:

"The testimonials you have just heard on the screen of the effectiveness of the DRIVE motorcades, the testimonials that you have heard with reference to the successful legislative action, none of this could be possible if we did not have a grassroots pro-

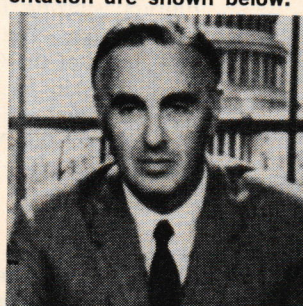
DRIVE legislative program in behalf of the members. Some of the congressmen described the DRIVE program as the outstanding grass-roots political effort in the country. Some of the senators and representatives participating in the presentation are shown below.



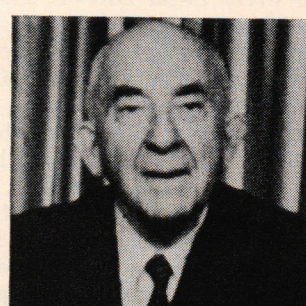
Sen. Smathers



Sen. Kuchel



Sen. Ribicoff



Sen. Gruening



Sen. Yarborough



Sen. Morse



Sen. Fong



Sen. Bayh



Sen. Scott



Rep. Mills



Rep. Dent



Rep. Pucinski

gram and if it had not been for Jo and Jimmy Hoffa, who have traveled the length and breadth of this land and barnstormed 32 cities at the invitation of our local unions and our joint councils in awakening the rank and file to the importance of political action, none of this which we today have witnessed would have been possible."

Hoffa discussed legislation and unions in his report to the Convention. He said:

"There isn't a single federal judge in this country, no matter how friendly he is with you, that isn't bound by the letter of the law that is put out by the legislature in Washington. Even though he may not believe the ruling he is making is fair, it is based upon provisions of the Taft-Hartley Act, provisions of the Landrum-Griffin law, and he has no alternative, including the Supreme Court, except to rule against us.

"It is our responsibility—your responsibility—to recognize who passed those laws, the people who are attempting to pass new laws, and to remove them out of Congress no matter what it costs this International Union in work or in money." At this point, the delegates gave Hoffa a heavy round of applause. He continued:

"They talk about the question of Viet Nam. They talk about the question of what is going to happen in Europe. I ask you a simple question: What is going to happen to the United States if we weaken labor unions to where they cannot even meet the employer at the bargaining table, use their economic powers and exercise the power to vote on contracts?"

"This Convention must recognize that in 1966 you can be limited to picketing a single solitary gate of General Motors, but not the one where the raw material goes into the gate. You can be limited to picketing a single store entrance, where there are multiple store entrances, by a simple signature of an individual judge denying you the right of so-called free assemblage and free speech—which is supposed to include picketing."

In his report to the Convention, Zagri paid high compliment to the thousands of Teamster wives who came to Washington, D.C., on Motorcades in past months to personally confront their Congressmen.

Zagri said Senators and Representa-

tives alike were smitten by the earnestness of the Teamster women. One solon even remarked that a group of 150 determined women can elect or defeat any member of Congress.

"So we owe a great deal to the Teamster wives who left their husbands sometimes as baby-sitters to watch the kids or parceled out the kids to relatives to make the trip to Washington."

Zagri said that in the past five years DRIVE has taken a position on 47 major issues before Congress, supporting those that are not only good for Teamsters Union members but for society in general.

The DRIVE director ended his report on a note of appreciation, saying:

"I want to thank each and every delegate for the support and for the dedication and for the sacrifice that you have made since our last Convention in making our DRIVE program a success."

Josephine Hoffa and a DRIVE delegation are shown by the DRIVE exhibit located in the foyer of the convention auditorium. The replica of a space rocket was 18 feet high.

Congressmen taking part in the filmed presentation to the Convention included: Sens. George Smathers of Florida, Abraham Ribicoff of Connecticut, Hiram L. Fong of Hawaii, Ralph W. Yarborough of Texas, Hugh Scott of Pennsylvania, Vance Hartke and Birch Bayh of Indiana, Gail W. McGee of Wyoming, Ernest Gruening of Alaska, Wayne Morse of Oregon, Thomas H. Kuchel of California, Clifford P. Case of New Jersey; Reps. Roman Pucinski of Illinois, John H. Dent of Pennsylvania, and Wilbur D. Mills of Arkansas.

Telegrams or letters were received from the following U.S. Representatives:

Joseph P. Addabbo of New York; Carl Albert of Oklahoma; Thomas L. Ashley of Ohio; Page Belcher of Oklahoma; William G. Bray of Indiana; George E. Brown of California; Phillip Burton of California; James J. Delaney of New York; Charles C.



Diggs, Jr., of Michigan; Ken W. Dyal of California; Robert Ellsworth of Kansas; Michael A. Feighan of Ohio;

Donald M. Fraser of Minnesota; Cornelius E. Gallagher of New Jersey; Henry B. Gonzalez of Texas; Kenneth J. Gray of Illinois; Lee H. Hamilton of Indiana; Richard T. Hanna of California; Augustus F. Hawkins of California; Henry Helstoski of New Jersey; Elmer J. Holland of Pennsylvania; Oliva J. Huot of New Hampshire;

Donald J. Irwin of Connecticut; Charles S. Joelson of New Jersey; Frank M. Karsten of Missouri; John C. Kluczynski of Illinois; Clarence D. Long of Maryland; John C. Mackie of Michigan; Spark M. Matsunaga of Hawaii; Patsy T. Mink of Hawaii; James H. Morrison of Louisiana; House Speaker John W. McCormack of Massachusetts; Ancher Nelson of Minnesota;

Barratt O'Hara of Illinois; Alvin E. O'Konski of Wisconsin; Melvin Price of Illinois; George M. Rhodes of Pennsylvania; Peter W. Rodino,

Jr., of New Jersey; Byron G. Rogers of Colorado; Robert T. Secrest of Ohio; George F. Senner, Jr., of Arizona; Lynn E. Stalbaum of Wisconsin; Fernand St. Germain of Rhode Island;

William L. Stonage of Connecticut; Herbert Tenzer of New York; John V. Tunney of California; Morris K. Udall of Arizona; Lionel Van Deerlin of California; Joseph P. Vigorito of Pennsylvania; Jim Wright of Texas.

Telegrams or letters were received from the following U.S. Senators:

Alan Bible of Nevada; Daniel K. Inouye of Hawaii; Lee Metcalf of Montana; Walter F. Mondale of Minnesota; Joseph M. Montoya of New Mexico; George Murphy of California; William Proxmire of Wisconsin; Jennings Randolph of West Virginia.

Personal representatives from Michigan Gov. George Romney and New York City Mayor John Lindsay were on hand. A communication was received from California Gov. Pat Brown.

DRIVE Director Sidney Zagri presents a scroll to Howard Lasater, president of Teamster Local 390 in Miami, Fla., at the **DRIVE** dance in the New Everglades Hotel in Miami. Lasater's award for his **DRIVE** efforts was given him by the Local 390 executive board.



Officers' Wives Introduced by Dusty Miller

Acting as Temporary Chairman very early in the Convention, International Vice President Murray W. Miller introduced the families of the leading officers honored as platform guests for the duration of the meeting.

They included Mrs. James R. Hoffa, Mrs. John F. English, Hoffa's daughter, Mrs. Robert Crancer, and Hoffa's granddaughter—who stole the show with a sweet "thank you"—Barbara Jo Crancer. Also present was Mrs. John J. O'Rourke, widow of the late International Vice President.

On hand for the occasion were Hoffa's son, James P. Hoffa, and son-in-law Robert Crancer.

IBT Called Closest Ally Of Seamen

"Our national president, Joseph Curran, is in Europe today attending a very important meeting on behalf of the membership of the National Maritime Union.

"Had he been here today, I am sure he would have been more than glad to be with you Teamsters who have been the friends of the American seamen. This I say to you unequivocally, the Teamsters Union is the closest allied union the seamen have in the United States today, and it is a great credit to your union."—excerpt from a convention address by John J. Sheehan of the National Maritime Union.

1,845 Delegates Attend 19th Convention

The final report of the Credentials Committee chaired by Roy Williams showed there were 1,845 delegates seated for the 19th Convention of the International Brotherhood of Teamsters.

Williams also reported on the third day of the convention that 472 alternates were signed in along with some 3,600 guests for a total of around 6,000 persons.



General President James R. Hoffa addresses a DRIVE luncheon attended by 1,800 guests honoring Mrs. Josephine Hoffa

for her work in establishing DRIVE Ladies Auxiliaries across the country and for her devoted interest.

First Lady Honored

1800 Attend 'Jo' Hoffa Luncheon In Tribute to Her Efforts for DRIVE

THE HIGHLIGHT of extra-curricular activities of the 19th Convention of the International Brotherhood of Teamsters last month in Miami Beach, Fla., was a Jo Hoffa Luncheon, attended by more than 1800 wives of delegates and guests.

The occasion was in honor of Josephine Hoffa, wife of Teamster General President James R. Hoffa, who has devoted much of her time to the cause of establishing DRIVE as the political and legislative arm of the Teamsters.

Attending the affair, in addition to the guest of honor, were the wives of most International Union vice presidents, the widow of the late International Union Vice President John O'Rourke, and the wives of DRIVE directors from throughout the country.

A touching moment in the affair was reached when National DRIVE Director Sidney Zagri presented Mrs. Hoffa, with a ruby-studded bracelet as a token of gratitude from DRIVE members everywhere for her untiring

efforts on behalf of the organization.

At an earlier luncheon, she and Catherine English, wife of General Secretary-Treasurer John F. English, were honored at a luncheon attended by a huge throng of well-wishers. Movie celebrity Zsa Zsa Gabor was in attendance at that affair.

At the DRIVE Jo Hoffa luncheon, those in attendance witnessed a fashion show, which was concluded by a raffle of door prizes. Prizes were the individual items of attire worn by a model who gave the recipient her prize as it was won. The model retained her Bikini swimming suit which she wore beneath the door prizes.

Guests at the luncheon witnessed a preview of the DRIVE film, "DRIVE in Action." The film is a story of DRIVE since its inception, and reviews the many Jo Hoffa luncheons which sparked the organization in the beginning, the many motorcades to Washington, D. C., and details the DRIVE checkoff program.

Music and entertainment were also presented to the guests.

Sidney Zagri, DRIVE director, presented a ruby-studded bracelet to Mrs. Josephine Hoffa at a luncheon in her honor. The gift was in appreciation for her efforts on behalf of DRIVE.



Convention Hears**Wiretapping, Eavesdropping are Threat To Freedom in United States, Says Senator**

Sen. Edward V. Long

"IF WE LOSE our freedom in this country," said Sen. Edward V. Long in an address to the 19th Convention of the International Brotherhood of Teamsters, "it will be because of the over-anxious, over-zealous agencies and some of their agents who forget the rights of our citizens and the rights you have as free men and women in this nation."

The Missouri Democrat devoted his speech to the evils of wiretapping, eavesdropping, and the invasions of privacy that are happening "to all of us."

Sen. Long based his talk on his experiences as chairman of the Subcommittee on Administrative Practice and Procedures which has been holding hearings on investigative abuses by government agencies, law enforcement agencies, and even giant corporations.

He used a Teamster case to illustrate one of the most flagrant uses of wiretapping involving Earl Jaycox, an organizer from Springfield, Mass.

The Senator said Jaycox testified that much of his trouble with the New England Bell Telephone Co., began when he tried to organize the local telephone workers in that part of New England into a Teamster affiliate.

Said Long: "Among other things, the telephone company tapped Mr. Jaycox's home telephone, and he brought pictures before my committee to prove it."

The Senator went on to explain that further investigation by his subcommittee discovered that the New England Telephone Co., has special monitoring rooms "where they tap approximately 100,000 local and long distance calls a month."

He said: "They listen to whole conversations, not just a few words to see whether you are having efficient service or not, but they do that on the excuse they want to study the voice quality of the calls."

Sen. Long suggested that if one

phone company was tapping to this extent that others were doing it too. He added that it is erroneous to think that such eavesdropping is used only against "evildoers"—"it means that you sometime during the year are sharing some of your innermost secrets with the employees of the telephone company who are snooping on your conversations . . . none of us in this country are safe from eavesdropping."

Orwellian Society

The Senator explained to the convention that his committee has spent most of its time dealing with three federal agencies—the Post Office Department, the Food and Drug Administration, and the Internal Revenue Service. The committee also has heard testimony dealing with the snooping activities of the Narcotics Bureau, the Customs Bureau, the Immigration and Naturalization Service, and the Patent Office.

He said:

"Our hearings clearly indicate that the Orwellian society of 1984 is almost upon us, and one of the most frightening aspects of it to me is the lack of concern expressed by the federal agencies. They pay lip service to the Constitution and the Fourth Amendment, then zealously press on with little if any regard for the liberties therein guaranteed."

Toilet Peep Holes

Regarding the Post Office Department, Long said, the hearings revealed the use of peep holes by postal inspectors to check not only postal employees in their workrooms but to peek into men's and women's rest rooms.

Long also cited the use of mail covers wherein law enforcement officials from the U.S. Attorney General on down can ask postal officials to keep track of an individual's mail—who it's from and even what it's about. In some cases, the Internal Revenue Service has followed up mail

"Do you know they have in Washington a wiretapping and a snooping school that the Internal Revenue Service would call their men in from all over the country and would give them the works and teach them how to wiretap and place these bugs on the transmitters?"

"And do you know after they went there for two or three weeks and they graduated, do you know what they gave them for going away presents? A set of burglary tools, a set of lock picks, then said, 'We didn't know they weren't supposed to wiretap.'"

"They teach them how and give them the equipment. Doesn't that tell them to get on with their business?"—Sen. Edward V. Long, July 7, 1966, Teamster convention in Miami Beach, Fla.

covers with harassments of people who have corresponded with an individual under indictment.

The Senator said hearings in San Francisco revealed that one of the largest manufacturers of bugging devices was selling thousands of dollars of its product to the Foreign Aid Program. The devices were shipped to foreign police officers, cities, and states along with teachers to instruct in their use. Said Long, "That's democracy with U.S.A. marked on it."

The Internal Revenue Service, Long said, has been his "pet" for some time. Investigation showed that IRS conference rooms are bugged so that any discussion a citizen has with lawyers or accountants in private is taken down for a sneak record.

The Senator said that in another case the IRS admitted hiring a "college coed" to entrap gamblers. He said officials admitted arming the woman with a transmitter planted in her brassiere to record conversations about bets. IRS agents across the street from the woman's apartment were taking down everything that was said.

Indications of what he called "a very dangerous philosophy," Long said, could best be illustrated by questions put to IRS agents by the committee about why laws and rules were violated by the department. One agent replied, "Senator, I violated them because my superiors told me to, and I will do it again whenever they tell me to." In another case, the agent replied, "Senator, we just don't like those laws; they interfere with our work."

He also cited the case in which federal agents committed perjury to obtain a conviction of two school teachers in Kansas City. When the committee asked why this was done,

the agent replied, "Senator, I will commit perjury any time to convict people like those two school teachers."

Sen. Long asked his listeners: "... How long must America tolerate law enforcement officials who break the laws they are sworn to uphold? How long will Americans tolerate this growth of the police state society?"

As he neared the conclusion of his speech, the Missouri Democrat said there was one more danger he wanted to point out:

"The electronic revolution has spawned a whole new brand of electronic computers and they have become increasingly complex and available. They now pose the greatest threat I believe we have in this country.

"Not only are the federal agencies putting all their data into the computers, but they are actually thinking of putting all of the information of every citizen in this country into one computer.

"Unless this trend is reversed and stopped—and we are fighting it now—it won't be long before with this computerized data, you can push a button and the information that will be stored there will leave us stripped and naked.

"No breath we draw from the cradle to the grave will be unknown to the computers and to their potential master, familiarly known as 'Big Brother.'"

The Senator said that if Americans are not to become denizens in a goldfish bowl, Congress must act. He added that his committee will propose the necessary legislation to Congress, and "we need the help and support of you, you, and you."

He concluded: "It is my firm conviction that when privacy vanishes, it is not likely to return. When pri-

vacy vanishes, democracy as we know and love it is in deep trouble. If Big Brother is to be contained, and contained he must be, we had best start on the policy of containment without delay...."

Gross Speaks About Union Leadership

"Under the leadership of Jim Hoffa, the members of this great International Union have come so far that today, through the efforts of the International Union and Jimmy at its head, every member carrying a card in the IBT can be so proud of the conditions that have been created, the nationwide conditions, the area-wide conditions that have been created for the rank and file of this International Union, mostly through the efforts of your General President...."

"I have spent about 35 years in this labor movement as a paid officer. I have met all of the great trade union leaders over the last 35 years. We have had some good ones. But it is my personal opinion—I certainly have a right to it—that your General President, James Riddle Hoffa, today stands head and shoulders above anybody in the organized labor movement."—excerpt from a convention address by W. L. Gross, president of the Laundry Workers International Union.

Meatcutters Friendship Discussed

"Our friendship is not a johnny-come-lately friendship; we have cemented this friendship many years ago and have kept on refreshing it from time to time...."

"I hope it will stay for many years to come because we consider the Teamsters Union our true brothers in the labor movement, and we pledge to you in behalf of our International Union... our continued support and friendship."—excerpt from a convention address by Leon Schachter, vice president, Amalgamated Meatcutters.

A Continuing Battle**Sen. McCarthy Reminds Delegates Of Need for Civil Rights Defense**

Sen. Eugene McCarthy

PRIVACY, due process of law, and all the other civil rights guaranteed every citizen were stoutly defended by Sen. Eugene McCarthy in a major address to the delegates attending the 19th Convention of the International Brotherhood of Teamsters.

The Minnesota Democrat received resounding applause from the delegates and guests after his second-day speech in which he declared that civil rights must be defined and defended anew each day.

"A civil right," said the Senator, "is not something which arises from the constitution. It is not something which is established by law, but rather it arises out of the needs of man himself."

One of the most important civil rights which demands constant vigilance, said McCarthy, is the basic right of privacy.

"In 1789," he commented, "this was a rather simple proposition. People didn't want troops quartered in their living room."

In 1966, however, the right of privacy is a much more complicated thing and much more difficult to protect, said the Senator, "with the wide-

spread use of wire tapping and other listening devices, with the new developments for watching people, either close up or at a distance."

He said, "The right of search and seizure—all of these things—privacy, intimacy, fellowship, are subject to challenge every day of the year in ways and means that are different from any we have known."

This led the Minnesota Senator into a discussion of what he called "the last point of defense in a free society"—that of due process in the courts. He called it a "kind of ultimate test."

McCarthy noted that due process was an issue during debate of the restrictive Landrum-Griffin legislation several years ago.

"I remember," he said, "that debate in which we proposed an amendment which would allow labor unions, if they wanted to, to provide money for the defense of their officers in actions brought under the Landrum-Griffin Bill, and one of the arguments made was if this were done, a man accused would have enough money so he wouldn't be convicted."

Clearly insensed with the memory of the debate, McCarthy continued:

"Now, that is a strange conception of the process of justice in this country, to say if you have enough money to defend yourself then you may avoid conviction." He re-worded the argument in another way—"Let's keep them short of money so we can secure the convictions which we want."

The Senator also warned that Americans must be on guard against trial by the press. He said:

"And I remind the press that its basic function is really not to bring about convictions, but to give as much protection as it can to those who are accused."

"Until this is adopted as a principle, then I expect we shall have time after time the courts of this land, and principally the Supreme Court, having to reverse decisions; having to remand them to the lower courts because the press has chosen not to just conduct a trial, which might be defensible, but to determine a decision before the trial has been held."

Plowed Under

McCarthy talked briefly about congressional committee hearings in which basic rights of individuals have been plowed under by over-zealous congressmen. He called this treatment of citizens a new conception of democracy which "will be a continuing challenge, a continuing difficulty, a continuing area of conflict."

He added:

"You in the labor movement who are directly involved in many cases because you moved into the heart of difficult areas where the lines are not clearly drawn, you must raise your guard, intensify your efforts to define and to secure basic civil liberties in this area."

McCarthy said basic constitutional rights, history shows, have to be re-defined and defended anew every generation.

Freedom of speech, for example, was guaranteed by the constitution under conditions of life that were very simple compared with today's complicated society. The Senator explained:

"It is a different problem in 1966 than it was in 1789 with mass communications, with control over newspapers concentrated, control of television, control over radio, and the great control over the information which is turned out by the federal government of the United States."

McCarthy emphasized that there

should be more concern about the right of freedom of speech in terms of the need of people to hear the facts presented.

He added: "We sometimes get the impression that all of these rights were somehow designed for those who are the primary executors of them. Freedom of speech for the sake of the newspaper man—not so. Freedom of speech so that men may hear the truth. Let us not forget it."

Freedom of assembly, said Sen. McCarthy, was simple to define in 1789 but quite different today. "We have to talk about picketing, which was not an issue in 1789, but certainly this is an assembly in which a basic right is reflected."

The Senator said sitdown strikes and marches and protest movements are all expressions of the basic right of people to assemble to consider their problems and to present them in some kind of community forum.

The right includes not just the right to public demonstration, he asserted, but the basic right to organize and the right to belong; to have freedom to organize so that the objectives of the group may be secured, so that they may be advanced.

"The labor movement," he said, "needs to remember continuously the meaning of the right to assembly and must present its case regularly to the people of this country and to the government of this United States."

Right to Job

Two civil rights recognized today although not anticipated at the time the constitution was drafted, said McCarthy, are the right to a job and the right to education.

"In 1946," he said, "we passed the Full Employment Act, declaring it a policy for this country that every man who was willing and able to work should be given the opportunity to do so, not just a kind of right defined in the abstract and unrelated to reality, but a right which was to be made a reality, job opportunity."

McCarthy recalled the past periods of depression and the talk about the economy running out of steam. Yet, he said, the nation learned it could have economic growth without depression, without recession, without unemployment, and without the artificial stimulation of war. He said the country had moved beyond its responsibility to provide work for all people,

"We ought to acknowledge that civil rights are not something which are somewhat given to us by a kind of revelation—that they can be identified and defined and carefully circumscribed at all times—but to realize that they grow and change as society changes.

"As different forces come to bear upon the lives of people and upon their organizations, science and technology, new forms of communication and new forms of business organization, urbanization and of the great increase in the mobility of our society, all of these have bearing upon civil rights and what they mean and how they can be realized.

"And also there is another set of forces which bear upon civil rights, and that is the power of society itself to help men to realize the conditions which make for satisfaction and for happiness."—Sen. Eugene McCarthy, July 5, 1966, Teamster convention in Miami Beach, Fla.

and that now "the work itself must receive some attention."

He said:

"Man is not designed simply to work and produce, but he has a need and therefore a claim to working conditions which are suited to his human nature.

"He is intelligent, therefore work should challenge his intelligence.

"He is morally responsible, therefore he should have some control over the conditions and the nature of work which he performs. And there is nothing more fundamental to the effort of the labor movement than to secure this right.

"And mainly man is creative and his work should challenge his creative talents and his creative ability."

The Senator said an area which has come to be defined as a civil right—"which was not recognized 180 years ago"—is the right of a man to knowl-

edge, the right to information, the right to improve his mind.

McCarthy noted that while the constitution of the United States says nothing about education, it does say a lot about human dignity, happiness, and certain inalienable rights.

He added:

"And this effort to secure education for all Americans, not just for the most talented, not just for the average man, but reaching down to deal with the mentally retarded and with the defective—I say this is the whole range of our responsibility . . . so that no talent and no quality that exists among Americans shall be wasted.

"This is a basic civil right because it reflects a need on the part of man, it reflects also a need on the part of society, and certainly we recognize from experience that society can make a great contribution to the realization of this measure of happiness."

"I will conclude with this one set of rather general statements which I think must be the basic philosophy for Americans in politics, in the labor movement, in every social effort we make to reestablish and reassert every day our insistence that a man must be considered to be loyal to his country until he has been proved somehow to be disloyal; to reassert every day the innocence of every man until he has been proved to be guilty; to be prepared to make mistakes that we shall make. If we are going to make them, let us make them because of an excess of trust in our fellow man rather than because of an excess of mistrust, whether our fellow man is our next door neighbor, someone in our own organization, a fellow citizen, or people in other parts of the world.

"If we are going to make mistakes, let us make them because of an excess of liberality rather than because of an excess of self-seeking and the fear of self-interest.

"We are called upon to demonstrate really not just in our ideas, not just in our institutions in this country our best for us, for those who are enjoying their benefits, not just to people of Western civilization, but to prove that all of these things which go to make America—what we call our way of life—provides the best hope and the best way for mankind in all places and in all times."—Sen. Eugene McCarthy, July 5, 1966, Teamster convention in Miami Beach, Fla.

Service and Benefits

Delegates Recommend Two Changes In Affiliates Pension Plan

One of the most important actions taken by the 19th Convention of the International Brotherhood of Teamsters involved that of recommending changes in the Teamster Affiliates Pension Plan which covers officers and employees of Teamster affiliates.

The changes were recommended by resolution which the delegates passed unanimously. To be submitted to the trustees of the pension program, the resolution recommended specifically for two changes:

—A reduction from 20 to 15 in the years of service requisite to qualify for benefits.

—The amount of monthly benefits shall be maintained for life and computed on the last five years of employment.

While answering questions from the floor on the resolution, General President James R. Hoffa pointed out that it was believed best to leave unchanged the age requirement of 57 years. He said from the chair:

"The age is now 57. We are in-

tending to maintain it at 57 for two reasons. First of all, if you go to any age less than 57 you would lose the benefit of early retirement under Social Security, having to have earnings during the last five-year period prior to 62. Secondly, the age bracket determines, of course, the amount of money that you could pay the retiree.

"Even though we have reduced it during the five-year period, as we go through the next five-year period—if we find that Social Security is changed—then we will take recognition of that and at that time have our actuaries determine again reducing 57 to some other age."

In the Officer's Report to the Convention, Hoffa discussed briefly the history of the Teamster Affiliates Pension Plan. He wrote:

"In 1961, we proposed to convention delegates that they take action to provide a pension for officers and employees of Teamster affiliates so that they, like the rank-and-file member, would have something over and

above Social Security to rely upon during retirement years.

"Delegates to that convention agreed that there was a serious need in this area and adopted the Teamster Affiliates Pension Plan which provides coverage for all full-time employees of local unions, joint councils, state and area conferences, and national trade divisions."

Hoffa explained that since the 1961 convention authorizing the pension plan, some 333 officials and employees of affiliates had retired, with the annual amount paid to the retirees totaling \$1,145,832. "This makes an average annual pension of approximately \$3,440—or approximately \$285 per month."

Hoffa said that currently some 4,735 officers and employees are eligible to become participants of the pension plan, and another 3,559 have completed the necessary three years to make them eligible for benefits.

So far, severance and death benefits have been paid to 937 persons under the plan. The average severance benefit has been approximately \$2,000; the amount is expected to increase as the plan goes on.

Hoffa said contributions to the plan during 1965 totaled \$4,098,000; benefits and expenses during 1965 were \$1,313,000; total assets of the plan are \$13,922,540.

The resolution recommending the two changes in the pension plan, Resolutions Committee Chairman Ted Merrill said, was a distillation of a total of 32 resolutions proposed to the committee and all dealing with the pension program.

Convention Breakfast

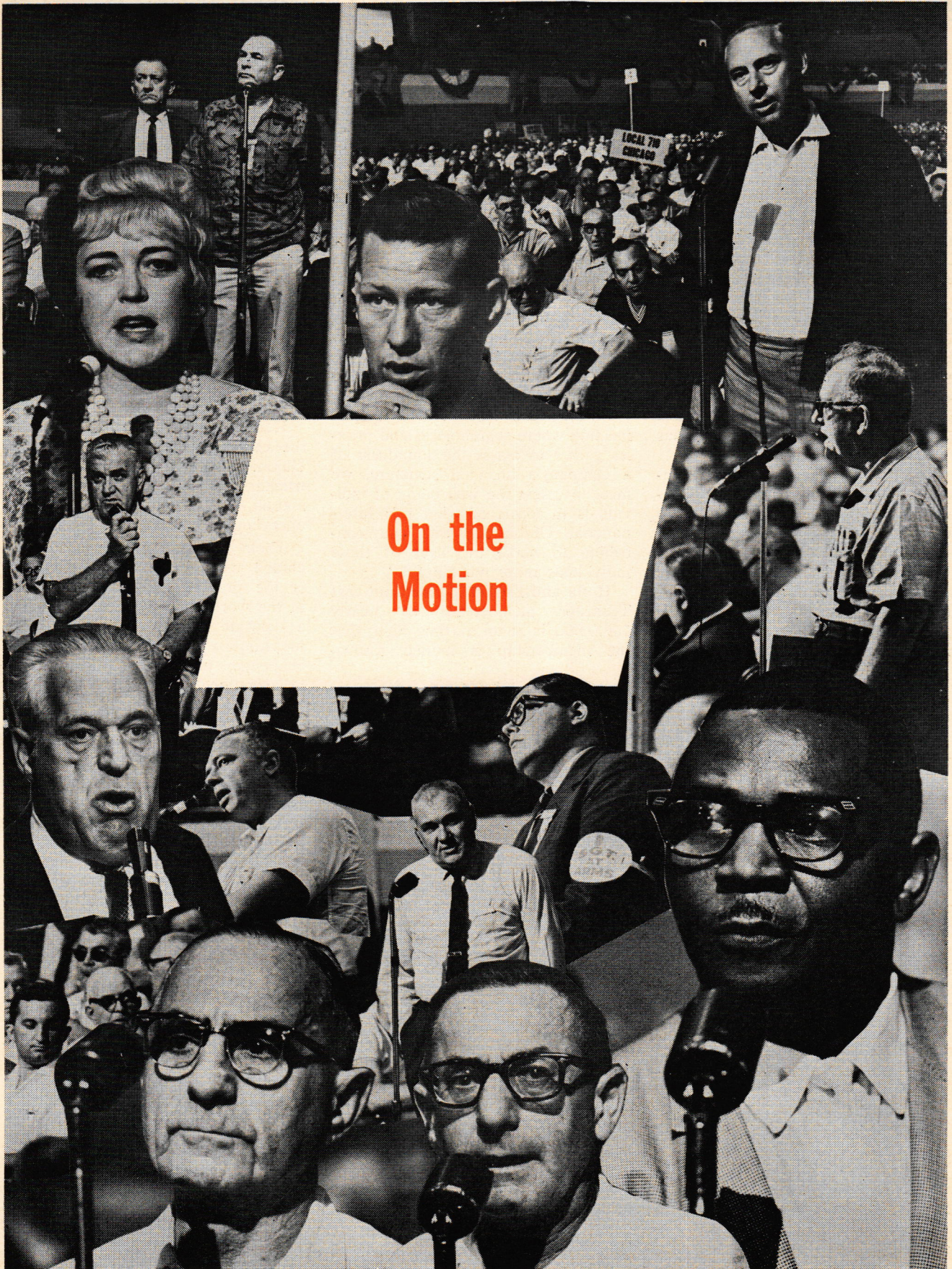


Some 300 members and guests attended a breakfast sponsored during the course of the convention by Teamster B'nai B'rith Lodge 2201. Shown at the head table during the invocation are (left to right): Frank E. Fitzsimmons, newly-elected General Vice President; General President James R. Hoffa; Bernard Adelstein, president of the lodge; Joseph Konowe, personal representative of Hoffa, and Vice President Harry Tevis.

Boilermaker Spells Out Friendship

"I do have to take a minute to publicly acknowledge the friendship, the help and the support and the cooperation that has existed between our two organizations throughout the years, and it is stronger now than it ever was.

"Believe me, when we have been a friend in need, you have been a friend indeed, and I want to express our appreciation for that. I want to assure you that we are not the kind of a friend that runs away from a good friend."—excerpt from a convention address by Russell Berg, president of the International Boilermakers.



For the Convention

Officers' Report Provides Synopsis Of International's Achievements, Aims

A 92-page "Officers' Report" prepared by General President James R. Hoffa and General Secretary-Treasurer John F. English was distributed to all delegates and alternates attending the 19th Convention of the International Brotherhood of Teamsters.

The report detailed the activities and progress of the International Union during the past five years and discussed some of the problems and goals anticipated for the future. The report read in part:

"We meet here today in the most challenging times organized labor has ever faced.

"Around every corner a trade unionist turns today lurks a court injunction, a thin legislative line as to whether or not legitimate trade union activity becomes a secondary boycott, the threat of astronomical damage suits which wipe away union treasuries, the threat of government intervention in free collective bargaining, runaway plants, compulsory open

shop in many of the states, and the constant threat of more and restrictive labor legislation. These and many other considerations combine to make your task at this convention difficult, indeed.

"What we do during this convention will have a lasting effect on the wages, hours, and working conditions of the membership of this great International Union and upon the wives and children of our great family who place their faith in our judgment.

"Unlike the stockholders' annual meeting where shareholders and proxies gather to assess the soundness of a company's financial structure, we meet to assess the well being of individuals in terms of what this International Union has and can contribute to make the lives of those individuals more meaningful."

Hoffa and English pointed out that Teamster membership of nearly 1,800,000 is at an all-time high; that the membership is unified, knowl-

edgeable, and willing to do the job that needs to be done.

They emphasized that enemies of labor work around the clock to pass crippling anti-strike legislation, and that "while we are strong at the bargaining table" we are weak in the legislative halls of government.

They added that a continually shrinking ring is being drawn around "our freedom and our right to bargain collectively for wages, hours, and conditions for the men and women we represent."

Because of this restriction, they continued, "we must redouble our efforts because organized labor is the only hope for men and women who must labor for their daily bread."

Challenges

Hoffa and English cited some of the challenges facing the Teamsters Union, such as the merger trend in trucking and allied industries, automation, and the increasing cost of operating the International Union.

Their welcoming message concluded on a note of pride: "This is the greatest International Union in the world, and the honor of being a delegate or an alternate is commensurate with the responsibility, the challenge, and the nature of the organization."

Diversity

The report discussed the diversity of the Teamsters Union. A half-million members are truck drivers. Another 350,000 work in manufacturing and industrial plants. There are approximately 100,000 white collar workers. A half-million members work in warehouses. Hundreds of occupations are represented by Teamster business agents.

Such growth has not come about by accident. The report said: "Since July, 1961, this International Union has spent \$13.8 million to organize the unorganized."

Trail Blazer

In terms of wages, hours, and working conditions, "the IBT has continued its traditional role as the trail blazer for the American labor movement."

Average annual earnings of trucking industry workers in 1964—according to the Commerce Department—were some 40 per cent higher than the all-industry average.

TEAMSTER WAGES

The Widening Gap Compared to All Manufacturing

YEAR	AVERAGE HOURLY EARNINGS		CENTS PER HOUR DIFFERENCE
	Motor Freight Transportation and Storage	All Manufacturing	
1961	\$ 2.61	\$ 2.32	\$ 0.28
1962	2.73	2.39	0.34
1963	2.82	2.46	0.36
1964	2.96	2.53	0.43
1965	3.07	2.61	0.46

Source: United States Department of Labor, Bureau of Labor Statistics

The National Master Freight Agreement negotiated by Hoffa in 1964 led the way for drivers, raising local cartage drivers to \$3.31 an hour and over-the-road drivers to \$3.25 an hour.

Wages tell only part of the story. Trucking employers contribute as much as \$8 per week per worker into a pension fund, and another \$7.30 per week per worker into a health and welfare fund.

Automation

Contracts are policed constantly by Teamster business agents to make certain that conditions are good, hours are observed, and equipment is safe.

"No one has yet automated the cab of a truck to replace the driver," said the report, "but to deny that automation and technology have not hit the Teamster jurisdiction hard would be folly. In fact, it is necessary today to organize on a 10 to 1 ratio just to keep even in membership as machines replace human hands on production lines and in assembly plants."

Protect Jobs

To protect jobs in an automated society, the Teamsters Union has come up with innovations to soften the impact of technology by various ways.

One of every 10 union members in the United States is a Teamster. Since the last IBT convention, Teamster per capita increased 169,581 as all four area conferences showed increases in membership. Unique is the fact that since the last convention, some 1,452,000 new members have been initiated.

National Labor Relations Board records show that since July, 1961, Teamster affiliates participated in 28 per cent of all representation elections held in the land. Teamster affiliates won 5,252 of the 9,834 elections in which they participated during that period for a win average of 53.4 per cent. Of all elections won by all unions combined, NLRB statistics show, Teamsters won one of every four.

The National Master Freight Agreement, already mentioned, was the biggest feather in the Teamsters Union bargaining cap during the past five years. But it was not the only national agreement to be attained in the interest of establishing uniform wages, hours, and conditions.

National contracts have been won in warehousing (National Tea Co.), freight forwarding (ABC, also Springmeier Shipping Co.), milk processing (Carnation), and construction and pipeline work.

Each new national agreement has been a boon, without exception, to both the employers and the union.

The IBT has maintained its affiliation with the Laundry, Dry Cleaning and Dye House Workers, and has kept its working arrangements with other unions in good order both in terms of bargaining and in organizing jointly.

A report on the Teamster Affiliates Pension Fund showed total assets of nearly \$14 million. Some 333 officials and employees have retired and another 3,559 persons have become eligible for benefits.

On the financial side, combined assets of the International Union totaled just under \$50 million, an increase of nearly \$12 million in the past five years.

Income of the past 60 months totaled more than \$92 million while outgo in the same period totaled nearly \$81 million.

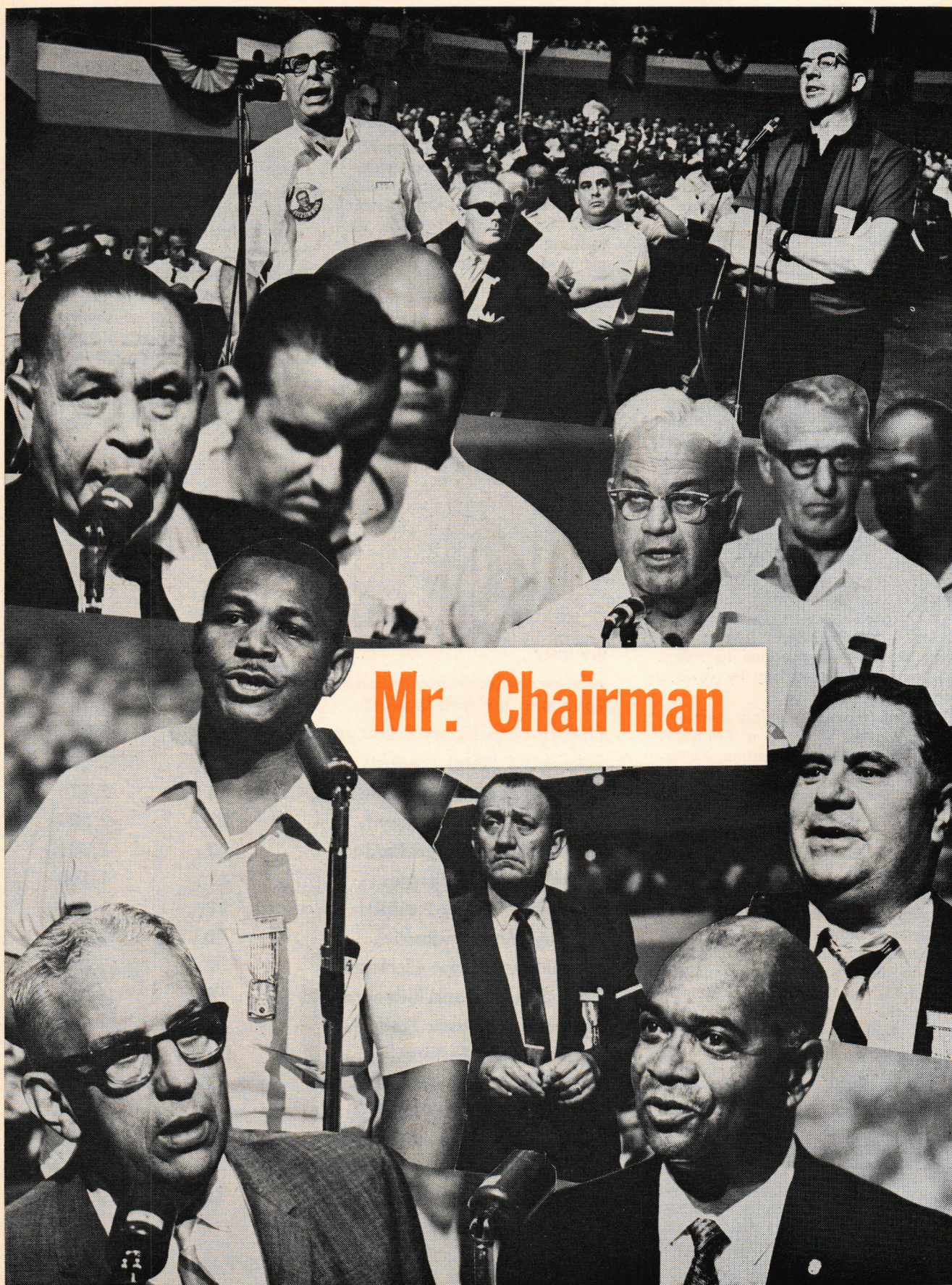
Some 87 per cent of the income came from per capita fees, 8 per cent from investments, 4 per cent from initiation fees, and 1 per cent from the sale of supplies.

Operational and organizing costs totaled 37 per cent of the outgo in the past five years; administration took 26 per cent, pension plan took 18 per cent, some 13 per cent went into savings for future operations, and the rest was expended for *The Inter-*

MANUFACTURING UNITS WON IN NLRB ELECTIONS BY THE TEAMSTERS

1964-1965

INDUSTRY	NO. OF UNITS	TOTAL EMPLOYEES
Food and Kindred Products	138	8,348
Electrical Machinery & Equipment	27	5,062
Fabricated Metal Products	56	3,600
Stone, Clay and Glass Products	63	2,624
Transportation Equipment	23	2,509
Chemical and Allied Products	43	1,961
Miscellaneous Industries	31	1,568
Paper and Allied Products	28	1,564
Primary Metal Industries	40	1,477
Machinery, Except Electrical	32	1,253
Prof., Scientific and Photographic	8	1,235
Rubber and Plastic Products	30	1,051
Tobacco Manufactures	1	841
Petroleum and Related Products	7	646
Printing and Allied Products	7	593
Lumber and Wood Products	13	488
Textile Mill Products	5	403
Furniture and Fixtures	10	385
Apparel and Finished Fabrics	8	338
TOTAL	570	35,946



national Teamster, investment expense, and miscellaneous items.

Out-of-work benefits paid to members since the last convention came to a total of \$15.4 million—more than double the sum for the five years prior to the 1961 convention. Thirty-six strikes alone out of 1,600 strikes cost \$8 million in benefits.

As for the future, the report read in part:

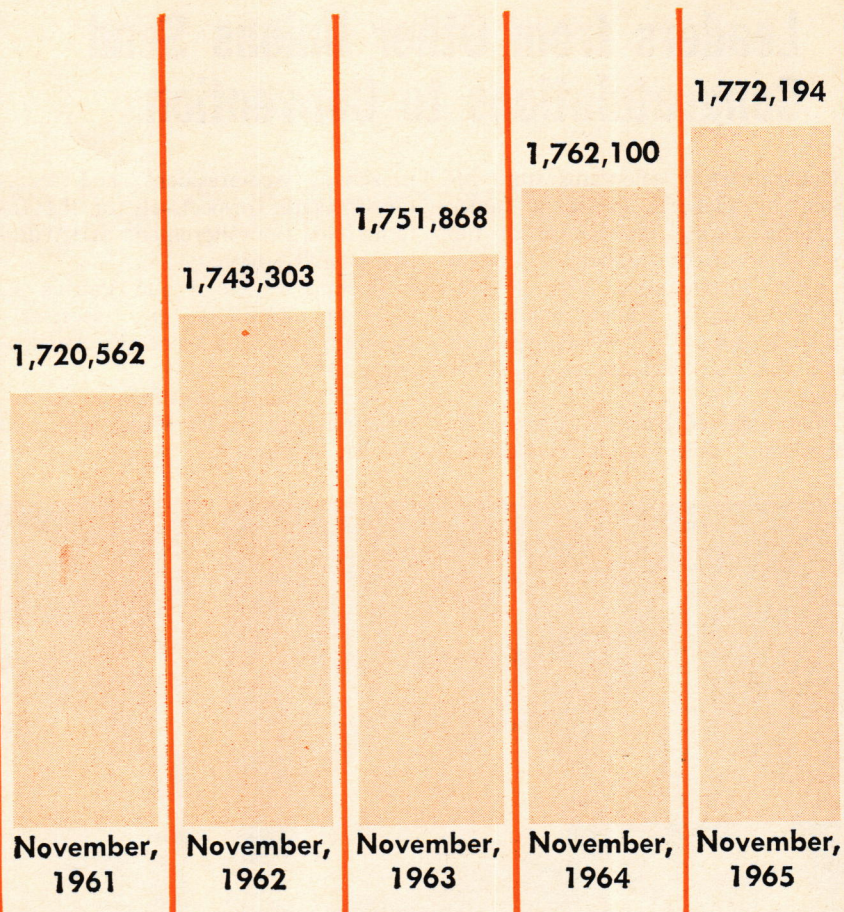
"... We will continue to negotiate the best labor contracts in the nation. As methods of distribution change, as new technology and automation alter the economic scene in which our members labor, we will adjust our approach to meet those challenges.

"We will continue to organize the unorganized, with a view toward making the fruits of trade unionism available to them, and also with a view to wiping out pockets of non-unionism which present a threat to the standards of our members and which put fair union employers in an unfair competitive position.

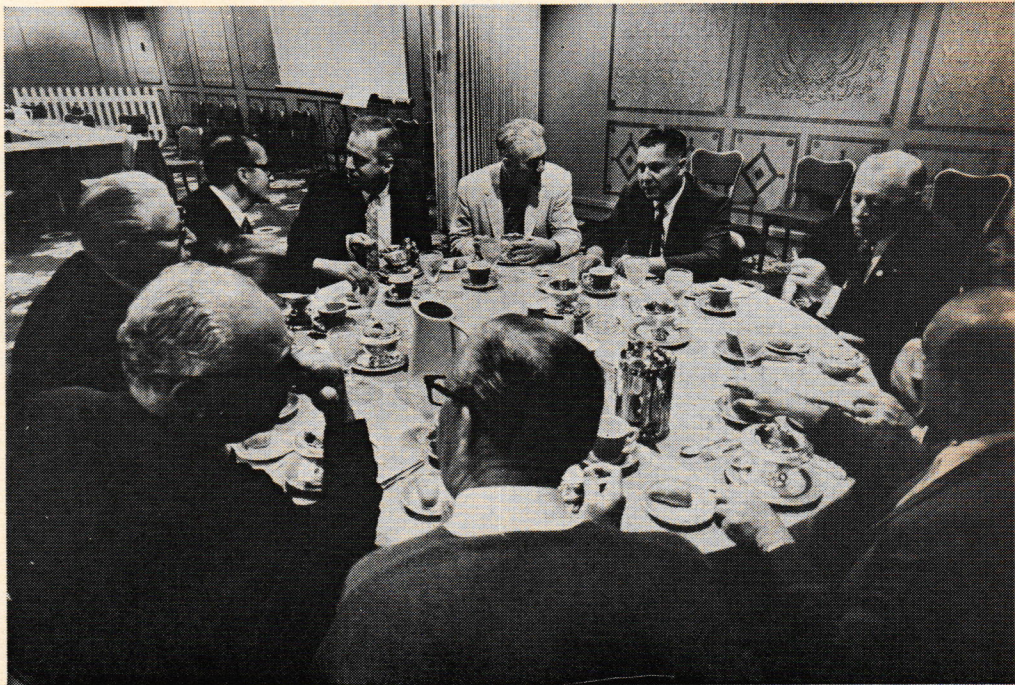
"We will work day and night to give protection to our members on the job in the face of automation and technological advances. We will establish a higher priority to this challenge than is generally given to the problem by the rest of the labor movement and by government. . . .

"We will work to see that a job is not just a job but a meaningful thing for workers which enables them to hold their heads high in the marketplace as they provide for themselves and their dependents. . . ."

PEAK PER CAPITA



Ogden Fields, executive secretary of the National Labor Relations Board (sitting to the right of General President Hoffa) was a guest at a luncheon attended by members of the IBT General Executive Board and General Organizers. Reading clockwise from Hoffa are Vice Presidents John O'Brien, Dominick Calabrese, Joseph Trerotola, Murray W. Miller, General Counsel David Previant, Vice President Joseph Diviny, House Counsel Florian Bartosic, and John C. Truesdale, associate executive secretary of the NLRB. They discussed various union problems.



Via Telegram**Leaders from Other Unions Send Congratulations to Convention**

Congratulatory telegrams were received by General President James R. Hoffa during the course of the Convention from numerous leaders of other International labor organizations, some of whom planned to attend as guests but were unable to make the trip because of duties at home.

They included Harry Bridges, J. R. Robertson, and Louis Goldblatt,

president, vice-president, and secretary-treasurer respectively of the International Longshoremen's and Warehousemen's Union;

Thomas J. Lloyd and Patrick E. Gorman, president and secretary-treasurer respectively of the Amalgamated Meat Cutters;

Albert Skinner, president of the International Union of Mine, Mill, and Smelter Workers;

Joseph V. Moreschi and Peter Fosco, president and secretary-treasurer respectively of the Laborers International Union of North America;

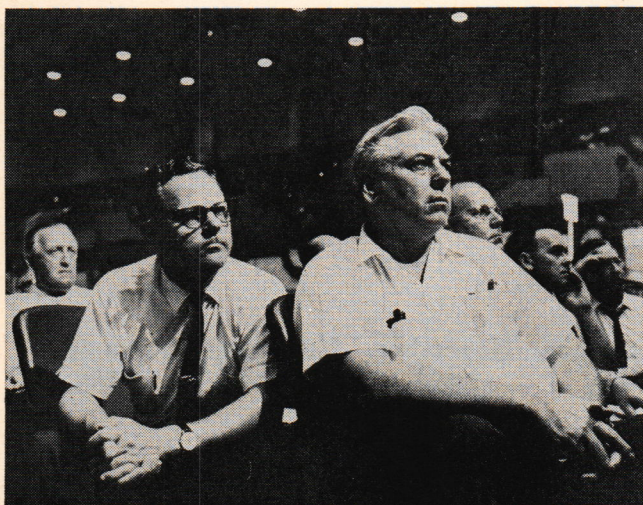
James R. Downes, secretary of the International Association of Bridge, Structural and Ornamental Ironworkers;

Edward Carlough, president of the Sheet Metal Workers' International Association.

Max Kralstein, president of the Bakery and Confectionery Workers International Union of America;

Ed S. Miller, president of the Hotel and Restaurant Employees and Bartenders International Union;

George S. Bynum, vice president of the Barbers International Union.

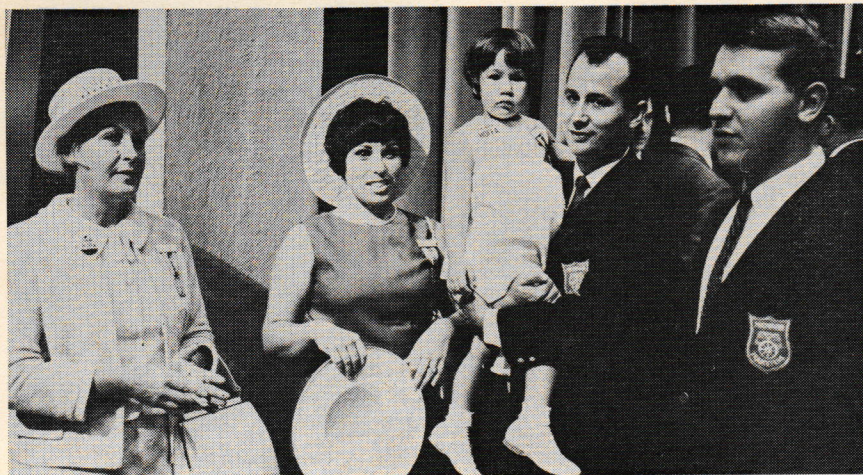


Attentiveness was the password for the 1,845 delegates as they deliberated over decisions made at the 4-day conven-



tion which was described by many as one of the smoothest operating trade union meetings of its size ever held.



Three Generations**Teamster First Family at the Convention**

Onstage at the auditorium during a lull in convention proceedings were these members of the Teamster "first family" representing three generations of Hoffas (left to right): Mrs. Josephine Hoffa, her daughter Barbara Crancer, granddaughter Barbara Jo Crancer, son-in-law Robert Crancer, and son James P. Hoffa. In the photo at right, General President Hoffa reveals that like any other grandfather he is putty in the hands of the child as Barbara Jo makes him take time from chairing the convention to watch her play, "He loves me, he loves me not," with a daisy while another speaker is at the podium.



General President Hoffa and his wife Josephine (left) wave their good wishes to the convention following his reelection for a third term in office.



The Hoffa family (right) intently observes the convention proceedings flanked by Mrs. John F. English and O'Brien of Chicago.

Father and son, James R. and James P. Hoffa, chat with Sammy Davis, Jr., following the All-Star Revue presented for the delegates at the close of the convention.

Wherever he went, youngsters kept the General President busy signing autographs, a task he always enjoyed.



CONVENTION



Sammy Davis, Jr., headlined the All-Star Revue.



Lots of legs were kicked by the Jack Nagle Dancers.



Gene Sheldon played the banjo.

All Star Revue

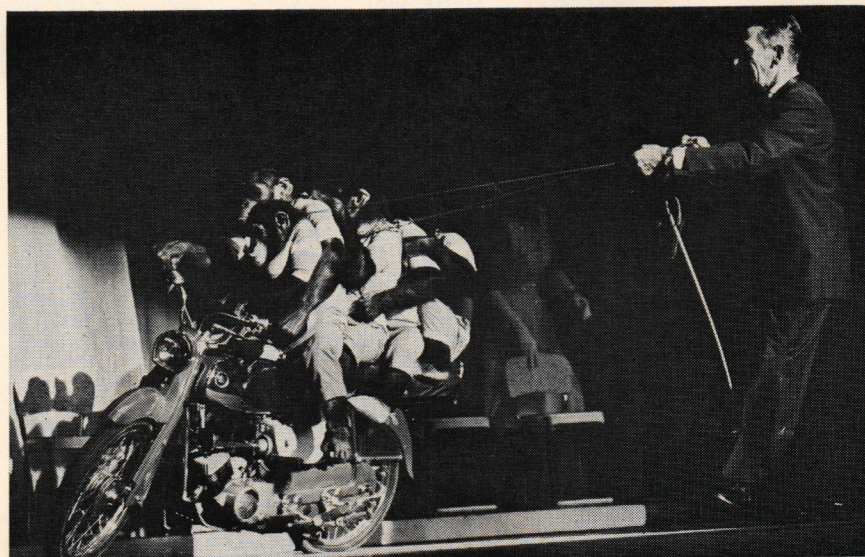
Delegates, alternates, guests and their families were entertained the last night of the convention by The Teamsters All-Star Revue produced by Sam Berger.

Comedians Allen and Rossi.

The Step Brothers tapped.



The Kirby Family entertained youngsters.



The International Teamster

Avoid 'Last Man's Club'

Labor Warned Against Becoming Tool Of Any Particular Political Party

Organized labor should beware of becoming the instrument of a political party warned Sen. Eugene McCarthy (D-Minn.) during a speech at the Teamsters Union convention.

While recalling the words of Samuel Gompers who cautioned against identification with administrations and political parties, McCarthy noted that the labor movement has in the past aligned itself with or split off from certain political entities.

"This is the kind of continuing judgment," he said, "which I think you are called upon to make."

A warning was sounded by the Minnesota Democrat, however, as he emphasized the problems involved for trade unionists in terms of political allegiance. He said:

"No political party ever should become the instrument of the labor movement in this country, but on the other hand, no labor movement or no labor organization should become purely the instrument of a political party. There is a danger that if you succumb in this area your freedom of choice and of action is so limited that

you become a kind of last man's club."

He continued:

"I would rather see a labor movement which is seeking to organize the unorganized, and the underorganized, as you are doing. This is your challenge. This is your primary responsibility. This is the area in which you have to make your first and your basic commitment, and then turn to politics as an instrument for carrying out the objectives which you are seeking in your basic efforts."

Sen. McCarthy also warned the Teamster delegates—and any other unionists who might be listening—that "you must be on guard, too, against the ever existing temptation to be taken into the inner circle."

Adding some humor to his talk, McCarthy said by way of explanation:

"We have it in the Senate at all times. We have fellows there who are like the old buffalo bulls; who can't eat all the grass on the range, but they won't let anybody else have any. They just try to close in and hold it and

keep other people away, even though they can't have it."

McCarthy remarked further:

"As one man has said, this temptation of the inner rank can lead very good men to do very bad things, or at least to fail to carry out their primary responsibilities."



Vice President Harry A. Tevis of Pittsburgh (left) and Trustee John Rohrich of Cleveland congratulate each other on their reelection to office.

Executive Board Meeting

The General Executive Board met in the week prior to the convention to take care of routine business coming before the board in a regular quarterly meeting. Also during the

week there were meetings of the Southern and Central Conferences of Teamsters. While the convention was in progress, some International trade divisions held meetings.

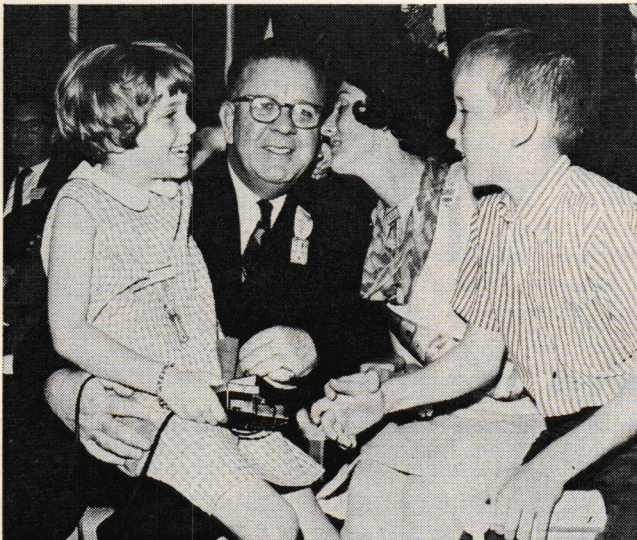


CONVENTION



Staff members spent many hours preparing convention briefcases containing working materials for accredited dele-

gates. Registration took place in the Fontainebleau Hotel, on Miami Beach.



Frank E. Fitzsimmons, newly-elected General Vice President, receives the warmest of congratulations from his family.



William Bufalino (left), Teamster and attorney, talks over a legal point with IBT General Counsel David Previant.



Checking the time are (left to right): Vice President Harold Gibbons, Credentials Committee Chairman Roy Williams, Sen. Edward V. Long of Missouri, and Sidney Zagri, IBT legislative counsel.

FIFTY YEARS AGO

in Our Magazine



Vol. XIII

(From the August, 1916, issue of the *TEAMSTER*)

Number 8

Printers Say Police Are Tapping Phones

In a letter to the chairman of the Legislative Investigating Committee, Secretary Brady of the New York Allied Printing Trades Council charges that telephone wires leading into the headquarters of a number of unions have been tapped by the police department. He asks that the committee set aside a day to consider this question.

The police are charged with aiding employers in their strike-breaking work.

Wage Slave Same As Chattel Slave

Over 100 years ago John Adams called attention to the fact that there was little difference between the man who worked for wages that he must spend for the necessities of life and the chattel slave who received no wages and had his necessities supplied by his master. The real truth is that the average wage worker is economically no better off than the slave, and it is no misnomer to call him a wage slave. When the slave was sick he was well cared for because he was a piece of valuable property. When he was too old to work he was as well fed as those who worked. When the wage slave gets sick his wages stop and if he has managed to save nothing from his wages he goes hungry; when he is too old to work he becomes an object of charity, he is not valuable property. His death is no loss to the masters. The wage slave has but one advantage over the chattel slave—he has a vote and he can vote himself out of slavery whenever he gets sense enough to do it.

Teamsters, Clerks Sign Jurisdictional Pact



Bloody battles in Europe continue as French and British try to stem the tide. Shattered trees in photo is mute testimony to the destructiveness of the war in both men and property.

Jury Acquits Strikers of Murder Charge

"Governor Carlson and Attorney General Farrar of Colorado are utterly discredited and their persecution of former strikers and union officials has definitely failed as a result of the verdict just returned by a Colorado jury acquitting four former strikers accused of murder."

This is the substance of a statement by Frank P. Walsh, chairman of the Committee on Industrial Relations.

"Carlson and Farrar were elected on a 'law and order' platform, pledging them to execute the coal companies' vengeance on the strikers," said Mr. Walsh. "They succeeded in procuring the conviction of John R. Lawson and his sentence to life imprisonment before the Supreme Court spoiled their plans by disqualifying the hand-picked judge whom Carlson put in office at the bidding of the coal companies."

"The verdict at Castle Rock shows that these corporation agents had nothing left to stand on when they were forced to submit their case to a fair judge. They have been frus-

trated at last in their hitherto successful effort to pervert the course of justice.

"Even the newspapers most friendly to the coal companies are now demanding that further prosecutions cease, and it is apparent that the people of Colorado are no longer deceived as to who are the real masters of the men they put in office in the belief that they were supporting the prohibition cause."

"Credit for the magnificent defense received by the four strikers just acquitted is due to Edward P. Costigan, their attorney. A fair judge permitted the defense to put into the record the amazing story of crime and tyranny in the coal fields of Southern Colorado, and the result could not have been in doubt."

"This ends the attempt of the coal companies to put terror into the hearts of any group of employees who might, at some time in the future, dare to revolt against industrial tyranny. They hoped to accomplish this by procuring, through Carlson and Farrar, the imprisonment or hanging of many of the striker-heroes of 1913-14."

51% Clause Key To New Agreement

An historic agreement between the International Brotherhood of Teamsters and the Retail Clerks International Protective Association has been signed that will end the jurisdictional disputes that had arisen between the two unions over the past several years.

The agreement, signed in the office of AFL President Gompers on May 15, 1916, states that any employee of a "mercantile establishment" who devotes less than "51 percent of his workday time in the selling of merchandise" shall be considered a member of our international. Signing the agreement for the Teamsters was General Secretary-Treasurer Thomas L. Hughes and signing for the Clerks was President H. J. Conway.

Besides laying down clear and unmistakable guidelines for the two unions to follow the agreement also provides for grievance procedures in the case any other dispute between the two unions arises. Frank Duffy, secretary of the Carpenters Union served as impartial arbiter in helping the two parties to reach an agreement satisfactory to both.

Under the terms of the agreement the Clerks must turn over to our International Union all men who work outside of the store over 50 percent of their time inside of 30 days. That would mean that those men should be turned over to us by the Clerks' International Union not later than July 19, the date on which the Executive Council, through Mr. Gompers, notified our General Office that the decision of Arbiter Duffy had been unanimously approved by the Executive Council.

